

The Florida Senate
BILL ANALYSIS AND FISCAL IMPACT STATEMENT

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

Prepared By: The Professional Staff of the Committee on Appropriations

BILL: SB 1216

INTRODUCER: Senator Rodriguez

SUBJECT: Public School Personnel Compensation

DATE: February 11, 2026

REVISED: _____

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Brick</u>	<u>Bouck</u>	<u>ED</u>	Favorable
2.	<u>Gray</u>	<u>Elwell</u>	<u>AED</u>	Favorable
3.	<u>Gray</u>	<u>Sadberry</u>	<u>AP</u>	Pre-meeting

I. Summary:

SB 1216 revises district school board compensation and salary schedule provisions. The bill:

- Specifies that the cost-of-living salary adjustment applies to certain district employees, provides that such an adjustment does not preclude other salary adjustments from additional funding sources, and removes the limitation that the adjustment may not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective;
- Expands the circumstances under which advanced degrees may be used in salary schedules for instructional personnel and school administrators and specifies what qualifies as an advanced degree for salary schedule purposes;
- Adds advanced degrees as a district-determined factor for differentiated pay under the grandfathered salary schedule; and
- Removes requirements governing the relative amounts of annual salary adjustments for employees rated highly effective and effective under the performance salary schedule.

This bill does not have appear to have a fiscal impact on state revenues or expenditures. See **Section V., Fiscal Impact Statement.**

The bill takes effect July 1, 2026.

II. Present Situation:

Cost-of-living salary adjustment

A district school board may provide a cost-of-living salary adjustment if the adjustment does not discriminate among comparable classes of employees based upon the salary schedule under

which they are compensated. The cost-of-living salary adjustment may not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective.¹

Classroom Teacher and Other Instructional Personnel Salary Increase Allocation

The Florida Education Finance Program (FEFP) includes a classroom teacher and other instructional personnel salary increase allocation that may be used to support the minimum base salary for full-time classroom teachers and FEFP funded certified prekindergarten teachers, or to provide salary increases to instructional personnel. Each district and charter school develops a salary distribution plan for the allocation, and the district submits the approved district plan and each approved charter school plan in the district to the Department of Education by October 1 of each fiscal year.²

Advanced Degrees

Advanced degrees may be used in setting a salary schedule for instructional personnel or school administrators if the advanced degree is held in the individual's area of certification.³

Grandfathered and Performance Salary Schedules

The grandfathered salary schedule serves as the basis for paying school employees hired before July 1, 2014. Instructional personnel on annual contract as of July 1, 2014, are placed on the performance salary schedule. Instructional personnel on continuing contract or professional service contract may opt into the performance salary schedule by relinquishing that contract and agreeing to annual contract status.⁴ An employee who opts into the performance salary schedule may not return to the grandfathered salary schedule.⁵

In determining the grandfathered salary schedule for instructional personnel, a district school board bases a portion of each employee's compensation upon performance demonstrated under the district's evaluation system and provides differentiated pay for instructional personnel and school administrators based upon district-determined factors, including additional responsibilities, school demographics, high-demand teacher needs areas, and level of job performance difficulties.

Performance Salary Schedule Salary Adjustments and Related Limitations

The performance salary schedule provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under the district's evaluation

¹ Section 1012.22(1)(c), F.S.

² Section 1011.62(14), F.S.

³ Section 1012.22(1)(c), F.S.

⁴ *Id.* Instructional personnel hired before July 1, 1984, entered into continuing contracts entitled the employee to continued employment without the necessity of annual renewal. Section 231.36(3)(e), F.S. (1981). Instructional personnel hired on or after July 1, 1984, and up to July 1, 2011, were awarded professional service contracts after three years of probationary service; such contracts were automatically renewed each year, unless the employee was charged with unsatisfactory performance. Section 1012.33(3), F.S.

⁵ Section 1012.22(1)(c), F.S.

system. A salary schedule may not provide an annual salary adjustment for an employee who receives a rating other than highly effective or effective for the year.

Salary adjustments for highly effective or effective performance include all of the following:

- The annual salary adjustment for an employee rated highly effective is at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.
- The annual salary adjustment for an employee rated effective is at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.⁶

III. Effect of Proposed Changes:

This bill revises district school board compensation and salary schedule provisions.

Cost-of-Living Salary Adjustments

The bill amends s. 1012.22(1)(c)2., F.S., relating to cost-of-living adjustments provided by district school boards, to:

- Specify that the district school board's authority to provide a cost-of-living salary adjustment applies to district employees, including, but not limited to, instructional personnel, prekindergarten teachers, noninstructional personnel, and school administrators;
- Provide that a cost-of-living salary adjustment does not preclude a district school board from providing other salary adjustments from additional funding sources, including categorical funding, the classroom teacher and other instructional personnel salary increase under s. 1011.62(14), F.S., and supplemental funding sources, including grants; and
- Remove the limitation that a cost-of-living salary adjustment may not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective.

Advanced Degrees in Salary Schedules

The bill amends s. 1012.22(1)(c)3., F.S., relating to the use of advanced degrees in salary schedules, to:

- Expand the circumstances under which a district school board may use an advanced degree in setting a salary schedule for instructional personnel or school administrators by allowing an advanced degree held in the individual's area of certification, a field related to his or her teaching assignment, or a related field of study; and
- Specify that, for purposes of a salary schedule, an advanced degree may include:
 - A master's degree or higher that is in the individual's area of certification or teaching assignment; or
 - An advanced degree in another field if the individual has at least 18 graduate semester hours related to the individual's area of certification or teaching assignment.

⁶ Id.

Differentiated Pay Factors Under the Grandfathered Salary Schedule

The bill amends s. 1012.22(1)(c)4.b., F.S., relating to differentiated pay under the grandfathered salary schedule, to include advanced degrees among the district-determined factors a district school board may use in providing differentiated pay for instructional personnel and school administrators.

Performance Salary Schedule Annual Salary Adjustments

The bill amends s. 1012.22(1)(c)5.b., F.S., relating to salary adjustments under the performance salary schedule, to remove requirements governing how a district school board must establish annual salary adjustment amounts for employees rated highly effective and effective, including requirements that:

- The annual salary adjustment for an employee rated highly effective be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district; and
- The annual salary adjustment for an employee rated effective be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

The bill retains the limitation that an annual salary adjustment is provided only for an employee rated highly effective or effective for the year.

Conforming and Stylistic Revisions

The bill makes conforming and stylistic revisions throughout s. 1012.22(1)(c), F.S., including deleting an obsolete date reference and reorganizing language without substantively changing the operation of those provisions.

The bill takes effect July 1, 2026.

IV. Constitutional Issues:

A. Municipality/County Mandates Restrictions:

None.

B. Public Records/Open Meetings Issues:

None.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None.

V. Fiscal Impact Statement:

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

This bill does not have a fiscal impact on state revenues or expenditures. The bill provides districts flexibility regarding compensation and salary schedules. The impact on a district that chooses to take advantage of this flexibility is indeterminate.

VI. Technical Deficiencies:

None.

VII. Related Issues:

None.

VIII. Statutes Affected:

This bill substantially amends section 1012.22 of the Florida Statutes.

IX. Additional Information:

A. Committee Substitute – Statement of Changes:

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

B. Amendments:

None.