

By Senator Calatayud

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A bill to be entitled
An act relating to public school personnel
compensation; amending s. 1012.22, F.S.; providing
that employees with direct student contact may receive
cost-of-living salary adjustments; providing that such
adjustments do not preclude district school boards
from providing certain other salary adjustments;
deleting a limitation on cost-of-living salary
adjustments; revising the requirement for the use of
advanced degrees when setting salary schedules for
instructional personnel and school administrators;
deleting certain limitations for salary adjustments
under the performance salary schedule; providing an
effective date.

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

Section 1. Paragraph (c) of subsection (1) of section
1012.22, Florida Statutes, is amended to read:

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

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

(c) *Compensation and salary schedules.*—

1. Definitions.—As used in this paragraph:

a. "Adjustment" means an addition to the base salary

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30 schedule that is not a bonus and becomes part of the employee's
31 permanent base salary and shall be considered compensation under
32 s. 121.021(22).

33 b. "Grandfathered salary schedule" means the salary
34 schedule or schedules adopted by a district school board before
35 July 1, 2014, pursuant to subparagraph 4.

36 c. "Instructional personnel" means instructional personnel
37 as defined in s. 1012.01(2)(a)-(d), excluding substitute
38 teachers.

39 d. "Performance salary schedule" means the salary schedule
40 or schedules adopted by a district school board pursuant to
41 subparagraph 5.

42 e. "Salary schedule" means the schedule or schedules used
43 to provide the base salary for district school board personnel.

44 f. "School administrator" means a school administrator as
45 defined in s. 1012.01(3)(c).

46 g. "Supplement" means an annual addition to the base salary
47 for the term of the negotiated supplement as long as the
48 employee continues his or her employment for the purpose of the
49 supplement. A supplement does not become part of the employee's
50 continuing base salary but shall be considered compensation
51 under s. 121.021(22).

52 2. Cost-of-living adjustment.—A district school board may
53 provide a cost-of-living salary adjustment to employees with
54 direct student contact, including, but not limited to,
55 instructional personnel as defined in s. 1012.01(2),
56 noninstructional personnel, and school administrators as defined
57 in s. 1012.01(3)(c), if the adjustment÷

58 ~~a.~~ does not discriminate among comparable classes of

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employees based upon the salary schedule under which they are compensated. A cost-of-living adjustment does not preclude a district school board from providing other salary adjustments from additional funding sources, including categorical funding and the classroom teacher and other instructional personnel salary increase under s. 1011.62(14) and supplemental funding sources, including grants.

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

3. Advanced degrees.—A district school board may use advanced degrees in setting a salary schedule for instructional personnel or school administrators if the advanced degree is held in the individual's area of certification, a field related to his or her teaching assignment, or a related field of study. For purposes of the salary schedule, an advanced degree may include a master's degree or higher in the individual's area of certification or teaching assignment, or an advanced degree in another field with a minimum of 18 graduate semester hours related to the individual's area of certification or teaching assignment.

4. Grandfathered salary schedule.—

a. The district school board shall adopt a salary schedule or salary schedules to be used as the basis for paying all school employees hired before July 1, 2014. Instructional personnel on annual contract as of July 1, 2014, shall be placed on the performance salary schedule adopted under subparagraph 5. Instructional personnel on continuing contract or professional service contract may opt into the performance salary schedule if the employee relinquishes such contract and agrees to be

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88 employed on an annual contract under s. 1012.335. Such an
89 employee shall be placed on the performance salary schedule and
90 may not return to continuing contract or professional service
91 contract status. Any employee who opts into the performance
92 salary schedule may not return to the grandfathered salary
93 schedule.

94 b. In determining the grandfathered salary schedule for
95 instructional personnel, a district school board 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 high-demand teacher needs areas, advanced degrees, and level of
102 job performance 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 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

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shall be the salary paid in the prior year, including adjustments only.

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

b. Salary adjustments. ~~Salary adjustments for highly effective or effective performance shall be established as follows:~~

~~(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must 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.~~

~~(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must 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.~~

~~(III) A salary schedule shall not provide~~ An annual salary adjustment shall only be provided for an employee who receives a rating of ~~other than~~ highly effective or effective for the year.

c. Salary supplements. - In addition to the salary adjustments, each district school board shall provide for salary supplements for activities that must include, but are not limited to:

(I) Assignment to a Title I eligible school.

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

(III) Certification and teaching in high-demand teacher needs areas. Statewide high-demand teacher needs areas shall be identified by the State Board of Education under s. 1012.07. However, the district school board may identify other areas of high-demand needs within the school district for purposes of this sub-sub-subparagraph and may remove areas identified by the state board which do not apply within the school district.

(IV) Assignment of additional academic responsibilities.

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

Section 2. This act shall take effect July 1, 2026.