The Committee on Appropriations (Gibson) recommended the following:

**Senate Amendment (with title amendment)**

Delete lines 1186 - 1207
and insert:

(22) TEACHER SALARY INCREASE ALLOCATION.—The Teacher Salary Increase Allocation is established for the purpose of affording school districts the opportunity to raise the salaries of instructional personnel as defined in s. 1012.01(2) and educational support employees as defined in s. 1012.40(1)(a) in an effort to address challenges with retention and recruitment
of instructional personnel and educational support employees in the state’s K-20 education system. Subject to annual appropriation, beginning with the 2020-2021 state fiscal year and continuing through the 2028-2029 state fiscal year, funds may be provided to each school district to increase the minimum base salary of such instructional personnel as defined in s. 1012.01(2) and educational support employees as defined in s. 1012.40(1)(a) to address challenges with retention and recruitment of instructional personnel and educational support employees in the state’s K-20 education system. The allocation must be funded at a level sufficient to provide a 4.5 percent annual salary increase for all instructional personnel and educational support employees, plus a cost-of-living adjustment, beginning with the 2020-2021 fiscal year and continuing through the 2028-2029 fiscal year. This section may not be construed to abridge the membership of any such instructional personnel or educational support employees in any labor organization or to impact the right of such instructional personnel and educational support employees to bargain collectively through a labor organization, and the voluntary salary increases provided under this section may not be construed to interfere with the right of school boards to set the wages, hours, and terms and conditions of employment for all school board employees.

(a) Beginning with the 2020-2021 fiscal year, funding sufficient to provide at least the 4.5 percent annual salary increase and the cost-of-living adjustment authorized by this section must be calculated using aggregate data on the payments disbursed to such instructional personnel and educational support employees, as reported by the Department of Education.
Subject to s. 6, Art. I of the State Constitution, for each year during which a school district provides the salary increase and the cost-of-living adjustment authorized by this subsection, or when a school district and appropriate bargaining units agree to a salary increase, the school district must receive funds as authorized under this section to cover the incremental cost of the raise. Funds provided pursuant to this subsection must be incorporated into the base student allocation for the subsequent fiscal year.

(b) Teacher Salary Increase Allocation funds must be distributed through the FEFP.

(c) Each district school board, in consultation with each charter school governing board in that district, may provide salary increases for charter school instructional personnel and educational support employees under this section if the participating charter school reports salary schedules adopted pursuant to s. 1012.22, documents expenditures related to categorical funds to the department at least 30 days before the start of each legislative session, and agrees to return all funds received under this section if a participating charter school’s salary schedules do not reflect that instructional personnel and educational support employees actually received the 4.5 percent raise. A participating charter school that fails to report salary schedules shall return all funds received under this section.

(d) The Legislature intends that any financial penalty assessed against a charter school governing board pursuant to paragraph (c) directly impact funding for that charter school and do not impact funding for the district school board.
And the title is amended as follows:

Delete lines 123 - 125

and insert:

Allocation; providing that funds may be provided to allow each school district to increase the minimum base salary of certain instructional personnel and educational support employees; requiring allocations to be funded at a certain level; providing construction; providing for the calculation of necessary funding; requiring that school districts that provide such salary increases and cost-of-living adjustments receive funds to cover the incremental costs of such increases; requiring funds provided under the allocation to be incorporated into the base student allocation for the subsequent fiscal year; requiring the funds for the teacher salary allocation to be distributed through the Florida Education Finance Program; authorizing district school boards in consultation with charter school governing boards to provide salary increases for charter school instructional personnel and educational support employees under certain conditions; providing requirements for the provision of such funds; requiring the return of allocation funds and payment of a penalty by participating charter schools in certain circumstances; providing legislative intent related to such penalties; amending s. 1013.62;
requiring state