Appropriations Subcommittee on Education (Pizzo) recommended the following:

**Senate Amendment to Amendment (424324) (with title amendment)**

Delete lines 1039 - 1060 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 education support employees as defined in s.
1012.40(1)(a) to address challenges with retention and
recruitment of instructional personnel and education 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 to the district 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 education support employees under this section if the participating charter school reports pay 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 pay 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 pay 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 not impact funding for the district school board.

And the title is amended as follows:
Delete lines 1378 - 1381
and insert:
allocation; establishing the Teacher Salary Increase 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 that any allocation be funded at a certain level; providing construction; establishing a minimum for any salary increases and cost of living adjustments funded under the allocation; 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 that funds provided under the allocation be incorporated in the base student allocation for the subsequent fiscal year; requiring that the funds for the teacher salary allocation be distributed through the Florida Education Finance Program; providing that each district school board in consultation with each charter school governing board may 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