

HB 1187

2026

A bill to be entitled  
An act relating to public school personnel  
compensation; amending s. 1012.22, F.S.; providing  
that cost-of-living adjustments are for certain school  
district employees; providing that such adjustments do  
not preclude district school boards from providing  
other adjustments; removing a limitation on such  
adjustments; revising the requirement for the use of  
advanced degrees when setting salary schedules for  
instructional personnel and school administrators;  
removing 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:

26 (c) Compensation and salary schedules.—

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

28 a. "Adjustment" means an addition to the base salary  
29 schedule that is not a bonus and becomes part of the employee's  
30 permanent base salary and shall be considered compensation under  
31 s. 121.021(22).

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

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

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

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

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

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

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

58            a. does not discriminate among comparable classes of  
59        employees based upon the salary schedule under which they are  
60        compensated. A cost-of-living adjustment does not preclude a  
61        district school board from providing other salary adjustments  
62        from additional funding sources, including categorical funding  
63        and the classroom teacher and other instructional personnel  
64        salary increase under s. 1011.62 and supplemental funding  
65        sources, including grants.

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

68        3. Advanced degrees.—A district school board may use  
69        advanced degrees in setting a salary schedule for instructional  
70        personnel or school administrators if the advanced degree is  
71        held in the individual's area of certification, a field related  
72        to his or her teaching assignment, or a related field of study.  
73        For purposes of the salary schedule, an advanced degree may  
74        include a master's degree or higher that is in the area of  
75        certification or teaching assignment, or an advanced degree in

76 another field with a minimum of 18 graduate semester hours  
77 related to the individual's area of certification or teaching  
78 assignment.

79 4. Grandfathered salary schedule.—

80 a. The district school board shall adopt a salary schedule  
81 or salary schedules to be used as the basis for paying all  
82 school employees hired before July 1, 2014. Instructional  
83 personnel on annual contract as of July 1, 2014, shall be placed  
84 on the performance salary schedule adopted under subparagraph 5.  
85 Instructional personnel on continuing contract or professional  
86 service contract may opt into the performance salary schedule if  
87 the employee relinquishes such contract and agrees to be  
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  
117 shall be the salary paid in the prior year, including  
118 adjustments only.

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

125 b. Salary adjustments.—~~Salary adjustments for highly~~

126 effective or effective performance shall be established as  
127 follows:

128 (I) The annual salary adjustment under the performance  
129 salary schedule for an employee rated as highly effective must  
130 be at least 25 percent greater than the highest annual salary  
131 adjustment available to an employee of the same classification  
132 through any other salary schedule adopted by the district.

133 (II) The annual salary adjustment under the performance  
134 salary schedule for an employee rated as effective must be equal  
135 to at least 50 percent and no more than 75 percent of the annual  
136 adjustment provided for a highly effective employee of the same  
137 classification.

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

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

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

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

150 (III) Certification and teaching in high-demand teacher

151 needs areas. Statewide high-demand teacher needs areas shall be  
152 identified by the State Board of Education under s. 1012.07.  
153 However, the district school board may identify other areas of  
154 high-demand needs within the school district for purposes of  
155 this sub-sub-subparagraph and may remove areas identified by the  
156 state board which do not apply within the school district.

157 (IV) Assignment of additional academic responsibilities.

158  
159 If budget constraints in any given year limit a district school  
160 board's ability to fully fund all adopted salary schedules, the  
161 performance salary schedule shall not be reduced on the basis of  
162 total cost or the value of individual awards in a manner that is  
163 proportionally greater than reductions to any other salary  
164 schedules adopted by the district. Any compensation for  
165 longevity of service awarded to instructional personnel who are  
166 on any other salary schedule must be included in calculating the  
167 salary adjustments required by sub-subparagraph b.

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