

By Senator Davis

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A bill to be entitled

An act relating to instructional personnel and school administrator salaries; providing a short title; amending s. 1011.62, F.S.; increasing the minimum base salary for certain teachers; revising the purpose of the salary increase for classroom teachers and other instructional personnel; revising requirements for funding for the increase; revising the definition of the term "minimum base salary"; revising the requirements for specified school district reporting requirements beginning on a specified date; requiring school districts to provide a specified plan to the Department of Education beginning on a specified date; providing requirements for the plan; providing charter school requirements relating to such plan; requiring the department to establish and oversee a phased implementation of specified requirements; providing requirements for such implementation; requiring the department to provide specified grants to certain school districts and charter schools for specified purposes; amending s. 1012.22, F.S.; providing requirements for school districts relating to salary structures and schedules; requiring that performance salary schedules include step-based salary increases and compression relief supplements; providing requirements for such increases and supplements; providing that certain duties qualify as additional academic responsibilities; conforming a cross-reference; providing an effective date.

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

Section 1. This act may be cited as the "Save Our Teachers Act."

Section 2. Subsection (14) of section 1011.62, Florida Statutes, is amended to read:

1011.62 Funds for operation of schools.—If the annual allocation from the Florida Education Finance Program to each district for operation of schools is not determined in the annual appropriations act or the substantive bill implementing the annual appropriations act, it shall be determined as follows:

(14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL SALARY INCREASE.—

(a) The Legislature shall annually apportion an amount of funds provided in the Florida Education Finance Program to:

1. Assist school districts and charter schools in their compliance with the requirement that the minimum base salary for full-time classroom teachers, as defined in s. 1012.01(2)(a), and certified prekindergarten teachers funded in the Florida Education Finance Program is at least \$65,000 ~~\$47,500~~ or to provide salary increases to instructional personnel, as defined in s. 1012.01(2)(a)-(d), in a manner that best meets the needs of the school district or charter school.

2. Assist with school districts and charter schools in addressing salary compression pursuant to this subsection and s. 1012.22(1)(c).

3. Provide funding for an annual cost-of-living adjustment

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and longevity pay for experienced teachers.

(b) This subsection does not apply to substitute teachers. The amount and distribution methodology for the funding shall be specified in the General Appropriations Act, including a methodology that accounts for the number of experienced teachers and their years of service. The allocation must be sufficient to adjust the entire salary schedule.

(c)~~(a)~~ The term "minimum base salary" means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher, with additional considerations for regional economic conditions and salary progression for experienced classroom teachers. A full-time classroom teacher may not receive a salary less than the minimum base salary as adjusted by this subsection.

(d)~~(b)~~ A school district or charter school shall maintain the minimum base salary achieved for classroom teachers provided in the prior fiscal year and may not reduce the salary increases in any subsequent fiscal year.

(e)~~(c)~~ Before distributing any additional funds received over the prior fiscal year, each school district and each charter school shall develop a salary distribution plan that clearly delineates the planned distribution of funds in accordance with modified salary schedules, as necessary, for the implementation of this subsection.

1. Each school district superintendent and each charter school administrator must submit its proposed salary distribution plan to the district school board or the charter school governing body, as appropriate, for approval.

2. Each school district shall submit the approved district

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salary distribution plan and the approved salary distribution plan for each charter school in the district to the department by October 1 of each fiscal year.

(f) 1.~~(d)~~ Beginning August 1, 2026 ~~2024~~, and each year thereafter, in a format specified by the department, each school district shall provide a report to the department that includes a detailed summary explaining the school district's prior year's expenditures pursuant to this subsection. The report must include:

a. The amount of the increase to the minimum base salary for classroom teachers and the school district's salary schedule for the prior fiscal year and the fiscal year in which the base salary is increased.

b. The use of supplemental funds from state teacher compensation grants established under paragraph (i), if applicable, and the outcomes of efforts to address pay compression.

c. District-specific progress as determined under the department's phased implementation plan pursuant to paragraph (h).

2. Each charter school governing board shall submit the information required under this subparagraph to the district school board for inclusion in the school district's report to the department.

(g)~~(e)~~ Although district school boards and charter school governing boards are not precluded from bargaining over wages, the classroom teacher and other instructional personnel salary increase must be used solely to comply with the requirements of this subsection. A district school board or charter school

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governing board that is unable to meet the reporting requirements in paragraph (f) ~~(d)~~ due to a collective bargaining impasse must provide written notification to the department or the district school board, as applicable, detailing the reasons for the impasse with a proposed timeline and details for a resolution.

(h)1. Beginning August 1, 2026, and each year thereafter, in a format prescribed by the department, each school district shall provide to the department a localized salary adjustment plan to address pay compression and provide equitable compensation to experienced teachers while considering the unique economic condition and fiscal capacity of the school district. The plan must include the following:

a. The step-based salary increases included in the school district's performance-based salary schedule.

b. An analysis of the school district's economic conditions and the district's plan to adjust salary schedules and salary increases accordingly to reflect differences in the local cost of living, property tax revenue, and state funding allocations.

c. Any state-level support provided to the district to help address pay compression.

2. Each charter school governing board shall submit to the district school board the information required under subparagraph 1. for inclusion in the school district's plan.

3. The department shall establish and oversee a phased implementation of the requirements of this paragraph and paragraph (i). The phased implementation must:

a. Prioritize smaller school districts and charter schools and those with the greatest financial need or teacher retention

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146 challenges in the initial phase.

147 b. Establish a timeline to phase in the requirements of
148 this paragraph to larger school districts.

149 c. Ensure that the requirements of this paragraph are fully
150 implemented by the 2030-2031 school year.

151 d. Include an annual needs assessment for each school
152 district and charter school to determine funding priorities and
153 adjust the phased timeline as necessary.

154 e. Notwithstanding any other provision of law to the
155 contrary, coordinate the integration of funding sources to meet
156 the requirements of this subsection and s. 1012.22(1)(c),
157 including:

158 (I) Redirected lottery revenue.

159 (II) Public-private partnerships.

160 (III) Administrative efficiency savings.

161 (IV) Grants and tourism-linked revenue.

162 4. The department shall require school districts and
163 charter schools to annually report on the impacts of the plan
164 under subparagraph 1. and use the data from such reports to
165 refine its implementation strategy.

166 (i) The department shall provide state teacher compensation
167 grants to smaller school districts and charter schools that have
168 limited financial resources for the purpose of supplementing
169 local budgets to help such school districts and charter schools
170 meet pay differential goals without compromising other essential
171 services.

172 Section 3. Paragraph (c) of subsection (1) and paragraph
173 (b) of subsection (3) of section 1012.22, Florida Statutes, are
174 amended to read:

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175 1012.22 Public school personnel; powers and duties of the
176 district school board.—The district school board shall:

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

182 (c) *Compensation and salary schedules.*—

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

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

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

191 c. "Instructional personnel" means instructional personnel
192 as defined in s. 1012.01(2)(a)-(d), excluding substitute
193 teachers.

194 d. "Performance salary schedule" means the salary schedule
195 or schedules adopted by a district school board pursuant to
196 subparagraph 5.

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

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

201 g. "Supplement" means an annual addition to the base salary
202 for the term of the negotiated supplement as long as the
203 employee continues his or her employment for the purpose of the

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204 supplement. A supplement does not become part of the employee's
205 continuing base salary but shall be considered compensation
206 under s. 121.021(22).

207 2. Cost-of-living adjustment.—A district school board may
208 provide a cost-of-living salary adjustment if the adjustment:

209 a. Does not discriminate among comparable classes of
210 employees based upon the salary schedule under which they are
211 compensated.

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

214 3. Advanced degrees.—A district school board may use
215 advanced degrees in setting a salary schedule for instructional
216 personnel or school administrators if the advanced degree is
217 held in the individual's area of certification.

218 4. Grandfathered salary schedule.—

219 a. The district school board shall adopt a salary schedule
220 or salary schedules to be used as the basis for paying all
221 school employees hired before July 1, 2014. Instructional
222 personnel on annual contract as of July 1, 2014, shall be placed
223 on the performance salary schedule adopted under subparagraph 5.
224 Instructional personnel on continuing contract or professional
225 service contract may opt into the performance salary schedule if
226 the employee relinquishes such contract and agrees to be
227 employed on an annual contract under s. 1012.335. Such an
228 employee shall be placed on the performance salary schedule and
229 may not return to continuing contract or professional service
230 contract status. Any employee who opts into the performance
231 salary schedule may not return to the grandfathered salary
232 schedule.

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b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34 and shall provide differentiated pay for both instructional personnel and school administrators based upon district-determined factors, including, but not limited to, additional responsibilities, school demographics, high-demand teacher needs areas, and level of job performance difficulties.

5. Performance salary schedule.—By July 1, 2014, the district school board shall adopt a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under s. 1012.34. Employees hired on or after July 1, 2014, or employees who choose to move from the grandfathered salary schedule to the performance salary schedule shall be compensated pursuant to the performance salary schedule once they have received the appropriate performance evaluation for this purpose. Each school district shall ensure that salary structures promote fairness and livable wages while adapting to local economic factors. Each school district shall collaborate with local stakeholders, including classroom teachers and community representatives, to ensure the performance salary schedule addresses regional disparities and teacher retention. A school district may not unilaterally implement changes to the performance salary schedule which exacerbate salary inequities for instructional personnel or school administrators and shall, during any collective bargaining negotiations of salary schedules, tailor solutions to the needs of instructional

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262 personnel and school administrators.

263 a. Base salary.—The base salary shall be established as
264 follows:

265 (I) The base salary for instructional personnel or school
266 administrators who opt into the performance salary schedule
267 shall be the salary paid in the prior year, including
268 adjustments only.

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

275 b. Step-based salary increases.—Step-based salary increases
276 shall be established within the performance-based salary
277 schedule to offer consistent and predictable salary increases
278 based on the years of experience of instructional personnel or
279 school administrators. Such increases must be higher for the
280 instructional personnel and school administrators with more
281 years of experience and must align with the school district's
282 fiscal capacity, cost of living, and teacher retention needs and
283 meet the following minimum requirements:

284 (I) For instructional personnel or school administrators
285 with at least 5 years of experience but not more than 10 years
286 of experience with the school district, a minimum pay increase
287 of \$1,500 per year.

288 (II) For instructional personnel or school administrators
289 with at least 10 years of experience but not more than 20 years
290 of experience with the school district, a minimum pay increase

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of \$2,000 per year.

(III) For instructional personnel or school administrators with at least 20 years of experience with the school district, a minimum pay increase of \$3,000 per year.

~~c.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 for an employee who receives a rating other than highly effective or effective for the year.

~~d.e.~~ 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.

(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.

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(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, including as a department chair, an instructional coach, or a mentor to instructional personnel.

e. Compression relief supplements.—

(I) In addition to the salary adjustments and step-based salary increases, each district school board shall provide for a compression relief supplement for experienced instructional personnel and school administrators. Such supplements may be a one-time supplement that occurs when instructional personnel or school administrators reach a specified number of years of employment with the school district or may be recurring increases for instructional personnel and school administrators who reach specified years of employment with the school district.

(II) The Department of Education shall provide school districts with guidelines for the equitable implementation of compression relief supplements. Each school district shall annually conduct an audit of its performance salary schedule to identify and address salary compression issues.

f. Retention incentives for experienced instructional personnel.—Each district school board shall provide a retention incentive for instructional personnel with significant years of

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349 service with the district. Such incentives must be awarded as
350 follows:

351 (I) Instructional personnel who have at least 10 years of
352 service but less than 20 years of service shall be awarded an
353 incentive of \$5,000.

354 (II) Instructional personnel who have at least 20 years of
355 service with the school district shall be awarded an incentive
356 of \$10,000.

357
358 If budget constraints in any given year limit a district school
359 board's ability to fully fund all adopted salary schedules, the
360 performance salary schedule shall not be reduced on the basis of
361 total cost or the value of individual awards in a manner that is
362 proportionally greater than reductions to any other salary
363 schedules adopted by the district. Any compensation for
364 longevity of service awarded to instructional personnel who are
365 on any other salary schedule must be included in calculating the
366 salary adjustments required by sub-subparagraph b.

367 (3)

368 (b) *Appearances before the board.*—If a district school
369 superintendent appears before the state board to provide an
370 update under s. 1011.62(14)(g) ~~s. 1011.62(14)(e)~~, the state
371 board must require that the president of the collective
372 bargaining unit that represents the school district also must
373 appear.

374 Section 4. This act shall take effect July 1, 2026.