

Governor's Budget Recommendation Conforming Bill
Florida Classroom Teacher Compensation Program

1 A bill to be entitled
2 An act relating to public school personnel;
3 establishing the minimum salary for a classroom
4 teacher; providing an effective date.

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

7
8 Section 1. Section 1012.22, Florida Statutes, is amended to
9 read:

10 1012.22 - Public school personnel; powers and duties of the
11 district school board.

12 The district school board shall:

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

18 (a) Positions, qualifications, and appointments.—

19 1. The district school board shall act upon written
20 recommendations submitted by the district school superintendent
21 for positions to be filled, for minimum qualifications for
22 personnel for the various positions, and for the persons
23 nominated to fill such positions.

24 2. The district school board may reject for good cause any
25 employee nominated.

26 3. If the third nomination by the district school
27 superintendent for any position is rejected for good cause, if
28 the district school superintendent fails to submit a nomination

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29 for initial employment within a reasonable time as prescribed by
30 the district school board, or if the district school
31 superintendent fails to submit a nomination for reemployment
32 within the time prescribed by law, the district school board may
33 proceed on its own motion to fill such position.

34 4. The district school board's decision to reject a
35 person's nomination does not give that person a right of action
36 to sue over the rejection and may not be used as a cause of
37 action by the nominated employee.

38 (b) Time to act on nominations.—The district school board
39 shall act no later than 3 weeks following the receipt of
40 statewide, standardized assessment scores and data under s.
41 1008.22 and school grades, or June 30, whichever is later, on
42 the district school superintendent's nominations of supervisors,
43 principals, and members of the instructional staff.

44 (c) Compensation and salary schedules.—

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

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

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

53 c. "Instructional personnel" means instructional personnel
54 as defined in s. 1012.01(2)(a)-(d), excluding substitute
55 teachers.

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56 d. "Minimum Base Salary" means the minimum salary amount a
57 full-time public school classroom teacher, as defined in s.
58 1012.01(2)(a), whose full-time responsibility is the
59 professional activity of instructing students in kindergarten
60 through grade 12 in courses funded through the Florida Education
61 Finance Program (FEFP) may receive as a salary. For the purposes
62 of the Florida School for the Deaf and the Blind, "Minimum Base
63 Salary" means the minimum salary amount a full-time public
64 school classroom teacher, as defined in s. 1012.01(2)(a), whose
65 full-time responsibility is the professional activity of
66 instructing students in kindergarten through grade 12 may
67 receive as a salary.

68 e. "Performance salary schedule" means the salary schedule
69 or schedules adopted by a district school board pursuant to
70 subparagraph 5.

71 f. "Salary" means the base annual salary before payroll
72 deductions and excluding additional compensations, such as
73 supplements or bonuses.

74 eg. "Salary schedule" means the schedule or schedules used
75 to provide the base salary for district school board personnel.

76 ~~h.~~ "School administrator" means a school administrator as
77 defined in s. 1012.01(3)(c).

78 ~~g.~~ "Supplement" means an annual addition to the base
79 salary for the term of the negotiated supplement as long as the
80 employee continues his or her employment for the purpose of the
81 supplement. A supplement does not become part of the employee's
82 continuing base salary but shall be considered compensation
83 under s. 121.021(22).

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

86 a. Does not discriminate among comparable classes of
87 employees based upon the salary schedule under which they are
88 compensated.

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

91 3. Advanced degrees.—A district school board may not use
92 advanced degrees in setting a salary schedule for instructional
93 personnel or school administrators hired on or after July 1,
94 2011, unless the advanced degree is held in the individual's
95 area of certification and is only a salary supplement.

96 4. Grandfathered salary schedule.—

97 a. The district school board shall adopt a salary schedule
98 or salary schedules to be used as the basis for paying all
99 school employees hired before July 1, 2014. Instructional
100 personnel on annual contract as of July 1, 2014, shall be placed
101 on the performance salary schedule adopted under subparagraph 5.
102 Instructional personnel on continuing contract or professional
103 service contract may opt into the performance salary schedule if
104 the employee relinquishes such contract and agrees to be
105 employed on an annual contract under s. 1012.335. Such an
106 employee shall be placed on the performance salary schedule and
107 may not return to continuing contract or professional service
108 contract status. Any employee who opts into the performance
109 salary schedule may not return to the grandfathered salary
110 schedule.

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111 b. In determining the grandfathered salary schedule for
112 instructional personnel, a district school board must base a
113 portion of each employee's compensation upon performance
114 demonstrated under s. 1012.34 and shall provide differentiated
115 pay for both instructional personnel and school administrators
116 based upon district-determined factors, including, but not
117 limited to, additional responsibilities, school demographics,
118 critical shortage areas, and level of job performance
119 difficulties.

120 15. Performance salary schedule.—By July 1, 2014, the
121 district school board shall adopt a performance salary schedule
122 that provides annual salary adjustments for instructional
123 personnel and school administrators based upon performance
124 determined under s. 1012.34. Employees hired on or after July 1,
125 2014, or employees who choose to move from the grandfathered
126 salary schedule to the performance salary schedule shall be
127 compensated pursuant to the performance salary schedule once
128 they have received the appropriate performance evaluation for
129 this purpose.

130 a. Base salary.—The base salary shall be established as
131 follows:

132 (I) The base salary for instructional personnel or school
133 administrators who opt into the performance salary schedule
134 shall be the salary paid in the prior year, including
135 adjustments only.

136 (II) Beginning July 1, 2014, instructional personnel or
137 school administrators new to the district, returning to the
138 district after a break in service without an authorized leave of

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139 absence, or appointed for the first time to a position in the
140 district in the capacity of instructional personnel or school
141 administrator shall be placed on the performance salary
142 schedule.

143 b. Salary adjustments.—Salary adjustments for highly
144 effective or effective performance shall be established as
145 follows:

146 (I) The annual salary adjustment under the performance
147 salary schedule for an employee rated as highly effective must
148 be greater than the highest annual salary adjustment available
149 to an employee of the same classification through any other
150 salary schedule adopted by the district.

151 (II) The annual salary adjustment under the performance
152 salary schedule for an employee rated as effective must be equal
153 to at least 50 percent and no more than 75 percent of the annual
154 adjustment provided for a highly effective employee of the same
155 classification.

156 (III) The performance salary schedule shall not provide an
157 annual salary adjustment for an employee who receives a rating
158 other than highly effective or effective for the year.

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

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

164 (II) Assignment to a school that earned a grade of "F" or
165 three consecutive grades of "D" pursuant to s. 1008.34 such that

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166 the supplement remains in force for at least 1 year following
167 improved performance in that school.

168 (III) Certification and teaching in critical teacher
169 shortage areas. Statewide critical teacher shortage areas shall
170 be identified by the State Board of Education under s. 1012.07.
171 However, the district school board may identify other areas of
172 critical shortage within the school district for purposes of
173 this sub-sub-subparagraph and may remove areas identified by the
174 state board which do not apply within the school district.

175 (IV) Assignment of additional academic responsibilities.
176

177 If budget constraints in any given year limit a district
178 school board's ability to fully fund all adopted salary
179 schedules, the performance salary schedule shall not be reduced
180 on the basis of total cost or the value of individual awards in
181 a manner that is proportionally greater than reductions to any
182 other salary schedules adopted by the district.

183 (d) Minimum Base Salary - As of July 1, 2020, district
184 school boards shall implement a minimum base salary of \$47,500
185 for full-time public school classroom teachers as defined in s.
186 1012.01(2)(a), whose full-time responsibility is the
187 professional activity of instructing students in kindergarten
188 through grade 12 in courses funded through the Florida Education
189 Finance Program (FEFP). The Florida School for the Deaf and the
190 Blind shall also implement a minimum base salary of \$47,500 for
191 full-time public school classroom teachers as defined in s.
192 1012.01(2)(a), whose full-time responsibility is the

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193 professional activity of instructing students in kindergarten
194 through grade 12.

195 (~~e~~) Contracts and terms of service.—The district school
196 board shall provide written contracts for all regular members of
197 the instructional staff.

198 (~~e~~f) Transfer and promotion.—The district school board
199 shall act on recommendations of the district school
200 superintendent regarding transfer and promotion of any employee.
201 The district school superintendent's primary consideration in
202 recommending an individual for a promotion must be the
203 individual's demonstrated effectiveness under s. 1012.34.

204 (~~f~~g) Suspension, dismissal, and return to annual contract
205 status.—The district school board shall suspend, dismiss, or
206 return to annual contract members of the instructional staff and
207 other school employees; however, no administrative assistant,
208 supervisor, principal, teacher, or other member of the
209 instructional staff may be discharged, removed, or returned to
210 annual contract except as provided in this chapter.

211 (~~g~~h) Awards and incentives.—The district school board shall
212 provide for recognition of district employees, students, school
213 volunteers, and advisory committee members who have contributed
214 outstanding and meritorious service in their fields or service
215 areas. After considering recommendations of the district school
216 superintendent, the district school board shall adopt rules
217 establishing and regulating the meritorious service awards
218 necessary for the efficient operation of the program. An award
219 or incentive granted under this paragraph may not be considered
220 in determining the salary schedules required by paragraph (c).

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221 Monetary awards shall be limited to persons who propose
222 procedures or ideas adopted by the board which will result in
223 eliminating or reducing district school board expenditures or
224 improving district or school center operations. Nonmonetary
225 awards shall include, but are not limited to, certificates,
226 plaques, medals, ribbons, and photographs. The district school
227 board may expend funds for such recognition and awards. No award
228 granted under this paragraph shall exceed \$2,000 or 10 percent
229 of the first year's gross savings, whichever is greater.

230 (~~h~~i) Planning and training time for teachers.—The district
231 school board shall adopt rules to make provisions for teachers
232 to have time for lunch, professional planning, and professional
233 development time when they will not be directly responsible for
234 the children if some adult supervision is furnished for the
235 students during such periods.

236 (~~h~~j) Comprehensive program of staff development.—The
237 district school board shall establish a comprehensive program of
238 staff development that incorporates school improvement plans
239 pursuant to s. 1001.42 and is aligned with principal leadership
240 training pursuant to s. 1012.986 as a part of the plan.

241 (2) Adopt policies relating to personnel leave as follows:

242 (a) Annual leave.—The district school board may adopt
243 rules that provide for the earning of annual leave by employees,
244 including educational support employees, who are employed for 12
245 calendar months a year.

246 (b) Sick leave.—The district school board may adopt rules
247 relating to sick leave, in accordance with the provisions of
248 this chapter.

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249 (c) Illness-in-line-of-duty leave.—The district school
250 board may adopt rules relating to illness-in-the-line-of-duty
251 leave, in accordance with the provisions of this chapter.

252 (d) Sabbatical leave.—The district school board may adopt
253 rules relating to sabbatical leave, in accordance with the
254 provisions of this chapter.

255 Section 2. This act shall take effect July 1, 2020.