A bill to be entitled
An act relating to the recognition of highly
effective classroom teachers; establishing the
Florida classroom Teacher Bonus Program; providing
eligibility and program requirements; providing an
effective date.

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

Section 1. Section 1012.734, Florida Statues, is created to read:

1012.734 The Florida Classroom Teacher Bonus Program.-
(1) The Florida Classroom Teacher Bonus Program is
established to recognize and reward outstanding classroom
teachers at a Florida public school that increase student
success as demonstrated through their school A through F school
grading calculation.
(2) Definitions. As used in this section, the following
terms mean:
(a) Classroom teacher means a person who is a full-time
employee of a public school district or a public charter school
in that district whose full-time responsibility is the
professional activity of instructing students in kindergarten
through grade 12 in courses funded through the Florida Education
Finance Program.
(b) The percentage of school grade points means the
percentage of total possible points earned by a school in the
determination of a school’s grade under section 1008.34, Florida Statutes.

(c) Title I school means a public school receiving federal funds under Title I, Part A, of the Elementary and Secondary Education Act as a result of serving a high percentage of students from low-income families.

(3) The Florida Classroom Teacher Bonus Program provides financial awards to classroom teachers to be allocated to school districts as specified in section 1011.62(17), Florida Statutes.

(4) A classroom teacher is eligible to receive an award, as specified in the General Appropriations Act, under this section if he or she has taught at a school during the period for which the school grade calculation applies that meets one of the following tiered structures:

(a) Tier 1 - School has earned 85 percent or greater of the school grade points or increased the percentage of school grade points earned by six or more percentage points in their A through F school grading calculation for the prior year;

(b) Tier 2 - School has increased the percentage of school grade points earned by three to five percentage points in the school’s A through F school grading calculation for the prior year; or

(c) Tier 3 - School has increased the percentage of school grade points earned by one to two percentage points in the school’s A through F school grading calculation for the prior year.
The amount of the classroom teacher bonus specified in the General Appropriations Act shall be at a higher award amount for eligible classroom teachers at a Title I school.

If a school district’s appropriation for classroom teacher bonuses received through the Florida Education Finance Program (FEFP) is insufficient to cover the full award amounts specified in the General Appropriations Act, school districts must prorate the award amounts equally among the tiers.

(5) In order to be eligible for an award, the classroom teacher must have taught at the qualifying school for the entire academic year for which the school grade calculation applies. Thus, an eligible classroom teacher who retires, changes schools or positions, or moves to another school district the following school year after the qualifying year remains eligible for the bonus award.

(6) Annually, and in a format prescribed by the Department of Education, school districts must certify the number of classroom teachers who qualify for a bonus and the amount of the bonus.

(7) Nothing in this statute creates a substantial interest under section 120.569, Florida Statutes, for the purpose of challenging any of the Department of Education’s decisions or actions, including but not limited to, school grades.

(8) Although district school boards and charter school governing boards are not precluded from bargaining over wages, these funds must be exclusively used by school districts and charter school governing boards to pay bonuses to classroom teachers.
teachers at qualifying schools in the amount set out in the General Appropriations Act, subject to any proration. Funds appropriated for this program may not be used for any other purpose.

(9) School districts, with the support and assistance of the Department of Education, must determine whether the bonuses paid to classroom teachers under this program are subject to tax under section 3101 and 3111 of the Internal Revenue Code of 1986, as amended and currently in effect, which impose the federal social security taxes (these taxes are referred to collectively for brevity as “FICA.”). If the bonuses are subject to FICA taxes, the Legislature expressly authorizes district school boards and charter school governing boards to deduct all applicable taxes, including the employer’s portion, from the award amount. Thus, classroom teachers will receive their bonuses net of any applicable taxes.

(10) This section shall be implemented only to the extent as specifically funded.

Section 2. This act shall take effect July 1, 2020.
A bill to be entitled
An act relating to the recognition of highly
effective principals; establishing the Florida
School Principal Bonus Program; providing
eligibility and program requirements; providing an
effective date.

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

Section 1. Section 1012.733, Florida Statues, is created to
read:

1012.733 The Florida School Principal Bonus Program.-
(1) The Florida School Principal Bonus Program is
established to recognize and reward outstanding principals at a
Florida public school that increase student success as
demonstrated through their school A through F school grading
calculation.

(2) Definitions. As used in this section, the following
terms mean:

(a) The percentage of school grade points means the
percentage of total possible points earned by a school in the
determination of a school’s grade under section 1008.34, Florida
Statutes.

(b) Title I school means a public school receiving federal
funds under Title I, Part A, of the Elementary and Secondary
Education Act as a result of serving a high percentage of
students from low-income families.
(3) The Florida School Principal Bonus Program provides financial awards to school principals, as defined in section 1012.01(3)(c)1., Florida Statutes, to be allocated to school districts as specified in section 1011.62(18), Florida Statutes.

(4) A school principal is eligible to receive an award, as specified in the General Appropriations Act, under this section if he or she has served as school principal at a school during the period for which the school grade calculation applies that meets one of the following tiered structures:

(a) Tier 1 - School has earned 85 percent or greater of the school grade points or increased the percentage of school grade points earned by six or more percentage points in their A through F school grading calculation for the prior year;

(b) Tier 2 - School has increased the percentage of school grade points earned by three to five percentage points in the school’s A through F school grading calculation for the prior year; or

(c) Tier 3 - School has increased the percentage of school grade points earned by one to two percentage points in the school’s A through F school grading calculation for the prior year.

The amount of the principal bonus specified in the General Appropriations Act shall be at a higher award amount for eligible principals at a Title I school.

If a school district’s appropriation for principal bonuses received through the Florida Education Finance Program (FEFP) is
insufficient to cover the full award amounts specified in the General Appropriations Act, school districts must prorate the award amounts equally among the tiers.

(5) In order to be eligible for an award, the principal must have served as principal at the qualifying school for the entire academic year for which the school grade calculation applies. Thus, an eligible principal who retires, changes schools or positions, or moves to another school district the following school year after the qualifying year remains eligible for the bonus award.

(6) A principal who receives a bonus under this statute has the authority to select qualified instructional personnel for placement or to refuse the placement or transfer of instructional personnel by the district school superintendent.

(7) Annually, and in a format prescribed by the Department of Education, school districts must certify the number of principals who qualify for a bonus and the amount of the bonus.

(8) Nothing in this statute creates a substantial interest under section 120.569, Florida Statutes, for the purpose of challenging any of the Department of Education’s decisions or actions, including but not limited to, school grades.

(9) Although district school boards and charter school governing boards are not precluded from bargaining over wages, these funds must be exclusively used by school districts and charter school governing boards to pay bonuses to school principals at qualifying schools in the amount set out in the General Appropriations Act, subject to any proration. Funds appropriated for this program may not be used for any other...
(10) School districts, with the support and assistance of the Department of Education, must determine whether the bonuses paid to school principals under this program are subject to tax under section 3101 and 3111 of the Internal Revenue Code of 1986, as amended and currently in effect, which impose the federal social security taxes (these taxes are referred to collectively for brevity as “FICA.”). If the bonuses are subject to FICA taxes, the Legislature expressly authorizes district school boards and charter school governing boards to deduct all applicable taxes, including the employer’s portion, from the award amount. Thus, school principals will receive their bonuses net of any applicable taxes.

(11) This section shall be implemented only to the extent as specifically funded.

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