

2024 Florida Laws that Govern Instructional Employees' Salary Negotiations

Note: State laws are quoted in part for convenience and clarity. The titles of the state laws link to the state laws in their entirety.

1. Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS) [formerly Teacher Salary Increase Allocation (TSIA)]

[\[2024-2025 General Appropriations Act \(GAA\), House Bill 5001 \(2024\); pending the Governor's signature; page 23\]](#)

"From the funds in Specific Appropriations 5 and 84, \$201,566,115 is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program (FEFP), and other instructional personnel. Each school district and charter school shall use 1.07 percent of its base FEFP funding amount as provided in HB 5001, to either (a) increase the minimum base salary reported on the school district's or charter school's performance salary schedule, as defined in section 1012.22(1)(c), Florida Statutes, to at least \$47,500 or the maximum amount achievable based on the amount the 1.07 percent generates, or (b) to provide salary increases to other full-time instructional personnel as defined in section 1012.01(2), Florida Statutes. If a school district or charter school uses all or a portion of its funds to increase the minimum base salary, no eligible full-time classroom teacher or eligible certified prekindergarten teacher shall receive a minimum base salary less than the adjusted amount."

2. Performance and Grandfather Salary Schedules

[Section 1012.22\(1\)\(c\) – Public school personnel; powers and duties of the district school board, Florida Statutes](#)

"(1)(c) Compensation and salary schedules. –

1. Definitions. – As used in this paragraph:

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

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

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

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

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

5. Performance salary schedule. ...

a. Base salary. – The base salary shall be established as follows:

(II) Instructional personnel, or school administrators new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel or school administrator shall be placed on the performance salary schedule. Beginning July 1, 2021, and until such time as the minimum base salary as defined in s. 1011.62(14), equals or exceeds \$47,500, the annual increase to the minimum base salary shall not be less than 150 percent of the largest adjustment made to the salary of an employee on the grandfathered salary schedule. Thereafter, the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the grandfathered salary schedule.

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. ...

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

Section 1011.62(14) – Funds for the operation of schools

"(14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL SALARY INCREASE.—The Legislature shall annually apportion an amount of funds provided in the Florida Education Finance Program to 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 \$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. This subsection does not apply to substitute teachers. The amount and distribution methodology for the funding shall be specified in the General Appropriations Act.

(a) The term "minimum base salary" means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. A full-time classroom teacher may not receive a salary less than the minimum base salary as adjusted by this subsection.

(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.

(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 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.

(d) Beginning August 1, 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 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. 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.

(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 governing board that is unable to meet the reporting requirements in paragraph (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."

3. Definition of Compensation Included within Florida Retirement System Benefits

Section 121.021(22) – Definitions [Florida Retirement System], Florida Statutes

"(22) 'Compensation' means the monthly salary paid a member by his or her employer for work performed arising from that employment.

(a) Compensation shall include: ...

3. Payments in addition to the employee's base rate of pay if all the following apply:

- a. The payments are paid according to a formal written policy that applies to all eligible employees equally;
- b. The policy provides that payments shall commence no later than the 11th year of employment;
- c. The payments are paid for as long as the employee continues his or her employment; and
- d. The payments are paid at least annually. ...

4. Limitations on Subjects of Collective Bargaining

[Senate Bill 7002 – De-Regulation of Public Schools \[e.g., pages 26-27, lines 744-770\]](#)

[Section 1012.22 – Public school personnel: powers and duties of the district school board, Florida Statutes](#)

“(3)(a) Collective bargaining.—Notwithstanding provisions of chapter 447 related to district school board collective bargaining, collective bargaining may not preclude a district school board from carrying out its constitutional and statutory duties related to the following:

1. Providing incentives to effective and highly effective teachers.
2. Implementing intervention and support strategies under s. 1008.33 to address the causes of low student performance and improve student academic performance and attendance.
3. Implementing student discipline provisions required by law, including a review of a student’s abilities, past performance, behavior, and needs.
4. Implementing school safety plans and requirements.
5. Implementing staff and student recognition programs.
6. Distributing correspondence to parents, teachers, and community members related to the daily operation of schools and the district.
7. Providing any required notice or copies of information related to the district school board or district operations which is readily available on the school district’s website.
8. The school district’s calendar.

(b) Appearances before the board.—If a district school superintendent appears before the state board to provide an update under s. 1011.62(14)(e), the state board must require that the president of the collective bargaining unit that represents the school district also must appear.”