Representative Sullivan offered the following:

Amendment (with directory and title amendments)

Remove line 947 and insert:

score.

(11) VIRTUAL EDUCATION CONTRIBUTION.—The Legislature may annually provide in the Florida Education Finance Program a virtual education contribution. The amount of the virtual education contribution shall be the difference between the amount per FTE established in the General Appropriations Act for virtual education and the amount per FTE for each district and the Florida Virtual School, which may be calculated by taking the sum of the base FEFP allocation, the discretionary local
effort, the state-funded discretionary contribution, the
discretionary millage compression supplement, the research-based
reading instruction allocation, the salary enhancement
allocation the best and brightest teacher and principal
allocation, and the instructional materials allocation, and then
dividing by the total unweighted FTE. This difference shall be
multiplied by the virtual education unweighted FTE for programs
and options identified in s. 1002.455 and the Florida Virtual
School and its franchises to equal the virtual education
contribution and shall be included as a separate allocation in
the funding formula.

(18) SALARY ENHANCEMENT ALLOCATION.—The Legislature may
annually provide in the Florida Education Finance Program a
salary enhancement allocation to assist school districts in
their recruitment and retention of classroom teachers and other
instructional and educational support staff. The amount of the
allocation shall be specified in the General Appropriations Act
and shall be allocated to each school district based on each
school district's proportionate share of the state's total
unweighted full-time equivalent student enrollment.

(a)1. For fiscal year 2020-2021, each school district
shall use its portion of the allocation as specified in the
General Appropriations Act to increase the minimum base salary
to the maximum amount achievable by the school district's
portion of the allocation for a full-time classroom teacher, as
defined in s. 1012.01(2)(a), but excluding substitute teachers. The term "minimum base salary" means the annual base salary on the salary schedule for a full-time classroom teacher.

2. For fiscal year 2020-2021, each school district shall use its portion of the allocation as specified in the General Appropriations Act to provide salary and compensation related enhancements for full-time classroom teachers, as defined in s. 1012.01(2)(a), but excluding substitute teachers, who did not receive an increase or who received an increase of less than two percent under subparagraph 1.

(b) Beginning with the fiscal year 2021-2022 and thereafter, subject to legislative appropriation, each school district shall use its portion of the allocation as specified in the General Appropriations Act to maintain the increase provided during the prior fiscal year. Any remaining funds shall be used to increase the minimum base salary for a classroom teacher, as defined in s. 1012.01(2)(a), but excluding substitute teachers, by at least 75 percent of the largest salary adjustment made by the school district for a classroom teacher who is rated as highly effective, as determined by the classroom teacher's performance evaluation under s. 1012.34. If a school district has any remaining funds after complying with the 75 percent increase to the minimum base salary, such funds shall be used to provide salary and compensation related enhancements for
Amendment No.

instructional personnel, as defined in s. 1012.01(2), or
educational support employees, as defined in s. 1012.01(6).

(c) Before the distribution of the salary enhancement allocation, each school district shall submit for approval by the Department of Education a proposed distribution plan, in a format prescribed by the department. Annually, by December 1, each school district shall provide a report to the department that includes a detailed summary of how the school district utilized its entire portion of the salary enhancement allocation, the amount of the increase to the minimum base salaries for classroom teachers, and the salary schedule for the prior fiscal year and the fiscal year in which the base salary is increased.

(d) Although district school boards and charter school governing boards are not precluded from bargaining over wages, the salary enhancement allocation must only be used to comply with the requirements of this subsection. THE FLORIDA BEST AND BRIGHTEST TEACHER AND PRINCIPAL ALLOCATION.—

(a) The Florida Best and Brightest Teacher and Principal Allocation is created to recruit, retain, and recognize classroom teachers and instructional personnel who meet the criteria established in s. 1012.731 and reward principals who meet the criteria established in s. 1012.732. Subject to annual appropriation, each school district shall receive an allocation based on the district's proportionate share of FEFP base

Approved For Filing: 3/9/2020 8:20:04 AM
Page 4 of 11
funding. The Legislature may specify a minimum allocation for all districts in the General Appropriations Act.

(b) From the allocation, each district shall provide the following:

1. A one-time recruitment award, as provided in s. 1012.731(3)(a);

2. A retention award, as provided in s. 1012.731(3)(b);

and

3. A recognition award, as provided in s. 1012.731(3)(c) from the remaining balance of the appropriation after the payment of all other awards authorized under ss. 1012.731 and 1012.732.

(c) From the allocation, each district shall provide eligible principals an award as provided in s. 1012.732(3).

If a district's calculated awards exceed the allocation, the district may prorate the awards.

Section 9. 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:

(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).

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

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

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

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

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

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.

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

4. Grandfathered salary schedule.—
   a. The district school board shall adopt a salary schedule or salary schedules to be used as the basis for paying all school employees hired before July 1, 2014. Instructional personnel on annual contract as of July 1, 2014, shall be placed on the performance salary schedule adopted under subparagraph 5. Instructional personnel on continuing contract or professional service contract may opt into the performance salary schedule if the employee relinquishes such contract and agrees to be employed on an annual contract under s. 1012.335. Such an employee shall be placed on the performance salary schedule and
may not return to continuing contract or professional service contract status. Any employee who opts into the performance salary schedule may not return to the grandfathered salary schedule.

   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, critical shortage 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.

   a. Base salary.—The base salary shall be established as follows:
(I) The base salary for instructional personnel or school administrators who opt into the performance salary schedule shall be the salary paid in the prior year, including adjustments only.

(II) Beginning July 1, 2014, 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.

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 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) The performance 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.

c. 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.

(III) Certification and teaching in critical teacher shortage areas. Statewide critical teacher shortage areas shall be identified by the State Board of Education under s. 1012.07. However, the district school board may identify other areas of critical shortage 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.

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.

Section 10. Sections 1012.731 and 1012.732, Florida Statutes, are repealed.

DIRECTORY AMENDMENT

Remove line 827 and insert:

Section 8. Paragraphs (i) and (n) of subsection (1) and subsections (11) and (18) of

TITLE AMENDMENT

Remove line 63 and insert:

specified fiscal year; revising the calculation of the virtual education contribution; establishing the salary enhancement allocation; providing requirements for the use of such allocation for specified fiscal years; deleting the Florida Best and Brightest Teacher and Principal Allocation; amending s. 1012.22, F.S., revising requirements for a specified salary adjustment; repealing s. 1012.731, F.S., relating to the Florida Best and Brightest Teacher Program; repealing s. 1012.732, F.S., relating to the Florida Best and Brightest Principal Program; amending s. 1001.10, F.S.;