



**State Board of Education**

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**MEMORANDUM**

**TO:** School District Superintendents

**FROM:** Jacob Oliva

**DATE:** July 17, 2020

**SUBJECT:** Teacher Salary Increase Allocation

**Contact Information:**

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**DPS: 2020-69**

During the 2020 Legislative Session Governor DeSantis and legislative partners successfully championed and secured the historic [Teacher Salary Increase Allocation through House Bill \(HB\) 641](#) and funded this new allocation with \$500 million in [line item 92 the General Appropriations Act \(HB 5001\)](#).

**This investment is the single largest teacher compensation increase ever in Florida and a statement to the nation that Florida is elevating the teaching profession.**

**SUMMARY IMPACT**

HBs 641 and 5001 create and fund a new allocation within the Florida Education Finance Program (FEFP) focused on increasing compensation for full-time classroom teachers, assisting school districts in their recruitment and retention of classroom teachers and instructional personnel.

This monumental investment in Florida's education system prioritizes \$400 million (80% of the allocation) for increasing teachers' minimum base salary statewide, providing funds to elevate Florida teachers' average starting pay from less than \$38 K to \$46.5 K, **a 21% increase**, #26 to #5 respectively amongst the 50 states.

The Legislature supported Governor DeSantis' initiative to make this paradigm shift to elevate Florida's teachers – the professionals who undoubtedly have the most profound impact on Florida's children and therefore Florida's economic future.

**ADDITIONAL DETAILS**

The new statute and funding raises the minimum pay in each school district to at least \$47.5K or to the maximum achievable based on each district's allocation.

- The \$400 million for increasing teachers' minimum base salary will not only increase starting pay in every district and charter school, it will also impact more than 50% of Florida's current full-time K-12 classroom teachers and certified prekindergarten teachers, meaning that many veteran teachers will benefit.

**JACOB OLIVA**  
CHANCELLOR OF PUBLIC SCHOOLS

- **See the enclosed Allocation Summary by school district. These allocations will not be recalculated for the 2020-2021 fiscal year.**

The additional \$100 million (20% of the allocation) is dedicated to salary increases for:

- Full-time classroom and certified prekindergarten teachers who did not receive an increase as part of the \$400 million;
- Teachers who did receive an increase from the \$400 million but their increase was less than two percent of their salary; and
- Other full-time instructional personnel – pursuant to section 1012.01(2)(b)-(d), Florida Statutes – in *student personnel services, librarians/media specialists and other instructional staff*.

Moreover, HB 641 creates three important guarantees to ensure continuity of the important public policy that is linked to the \$500 million investment.

- HB 641 prevents these funds from being collectively bargained for other purposes, stating that, **“the teacher salary increase allocation must be used solely to comply with the requirements of this section;”**
- **The bill requires “a school district or charter school” to maintain the new “minimum base salary achieved for classroom teachers” in subsequent fiscal years**, unless specifically changed in a future General Appropriations Act; and
- The bill ensures an equitable distribution for school districts and public charter schools, requiring that **“each school district shall provide each charter school within its district its proportionate share calculated pursuant to s. 1002.33(17)(b).”**

Before the passage of this historic legislation and budget, only 43% of educators in Florida were paid more than \$47.5K. **With the enactment of HBs 641 and 5001 it is estimated that nearly 61% of all teachers will be paid at least \$47.5K.**

Districts and charter schools that were already close to meeting this ambitious goal set forth by Governor DeSantis will be able to use remaining funds from the 80% minimum pay portion of the allocation to supplement compensation increases from the 20% portion of the allocation.

#### IMPLEMENTATION

- Before receiving funds, each school district and each public charter school must develop a salary distribution plan that clearly delineates the planned distribution of funds.
- “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.”
- “Each school district shall submit the approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district, to the department by October 1 of each fiscal year.”

- **Instructions and details for submitting and reporting are enclosed with this memo to assist school and district administrators responsible for collecting the required documentation.**
- **Please note that the Florida Department of Education (FDOE) must submit a preliminary statewide report on the planned teacher salary increase allocation expenditures to the Governor and Legislature by February 1, 2021.**
- Below is a general implementation timeline.

<b><u>TEACHER SALARY INCREASE ALLOCATION</u></b> <b><u>GENERAL IMPLEMENTATION TIMELINE FOR SCHOOL DISTRICTS</u></b>	
<b>JULY 1, 2020 and before OCTOBER 1, 2020</b>	Each superintendent submits a proposed salary distribution plan to the district school board for approval. Each charter school administrator submits a proposed salary distribution plan to the charter school's governing body for approval.
<b>On or before OCTOBER 1, 2020</b>	Each school district must submit an approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district to the department.
<b>On or before DECEMBER 1, 2020</b>	Each school district must submit a preliminary detailed teacher salary increase allocation expenditure report to the department. Each charter school governing board must submit their expenditure report to the district in time to be included in the school district report to the department.
<b>AUGUST 1, 2021</b>	Each school district must submit a final teacher salary increase allocation expenditure report to the department. Each charter school governing board must submit their final report to the district in time to be included in the school district report to the department.

**FDOE CONTACTS FOR REPORTING AND IMPLEMENTATION SUPPORT**

- For program reporting requirements please email Erika Fritz-Ochs at [Erika.Fritz-Ochs@fldoe.org](mailto:Erika.Fritz-Ochs@fldoe.org).
- For FEFP or finance questions please email Josh Bemis at [Josh.Bemis@fldoe.org](mailto:Josh.Bemis@fldoe.org).

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Enclosures