



Governor Scott's Recommendation for \$2,500 Teacher Salary Increase

Questions and Answers

1. **Question:** *Who will get the \$2,500 increase?*

Answer: All full-time K-12 public school classroom teachers, as defined in Section 1012.01(2)(a), Florida Statutes are eligible for the salary increase. Full-time prekindergarten classroom teachers funded through the Florida Education Finance Program are also eligible. In addition to the allocation for this teacher salary increase, funding is also included in the Governor's budget that school districts may use for other purposes, including salary increases for other school district staff.

2. **Question:** *Will job share teachers receive the increase?*

Answer: Because job share teachers are not full-time instructional personnel, they will not be eligible for the increase. Nevertheless, school districts may choose to provide an increase to job share teachers using the additional discretionary funding provided in the Governor's budget.

3. **Question:** *When will classroom teachers receive the increase?*

Answer: This increase is intended for the 2013-14 fiscal year, so each school district will determine teacher increases upon completion of collective bargaining.

4. **Question:** *Will all eligible classroom teachers receive the same increase?*

Answer: It is up to each district school board to determine actual salary increases in accordance with their respective salary schedule and collective bargaining agreements. Nevertheless, it is the intent that each teacher's salary will increase by \$2,500. Each charter school will determine the distribution for its school.

5. **Question:** *Is the \$2,500 increase a one-time bonus, or will it go to classroom teachers' base salaries?*

Answer: The Governor's budget recommendation includes recurring funds for this salary increase to be added to classroom teacher's base salaries.

6. **Question:** *Will the increase need to be bargained through the teachers' union in each local school district?*

Answer: Yes. The Governor is asking teachers' unions and school districts to honor his intention to boost classroom teachers' salaries by providing the funds necessary for a \$2,500 pay raise for full-time public classroom teachers.

7. **Question:** *Can school districts use these funds for purposes other than classroom teacher salary increases?*

Answer: No.

8. **Question:** *What happens if a school district fails to provide the increase to its classroom teachers?*

Answer: All school districts must file a report with the Department of Education by June 30, 2014, regarding their use and implementation of these funds. This report must indicate the actual salary awards provided, and include a justification for any variance from the intended \$2,500 salary increase. Funds unexpended as of June 30, 2014, will revert to the state treasury.

9. **Question:** *Recently, there has been an emphasis on performance pay to help retain state employees and teachers. How does this recommendations support that?*

Answer: Retaining the best employees in any profession is achieved in a number of ways, including increasing base salaries and providing reliable opportunities to receive additional increases. This increase is to recognize that our great teachers are essential to the economic improvement and success of this state. The Governor said, "By 2014, Florida teachers will be a part of our performance pay structure that will help attract and advance the most high-performing teachers in our education system. We believe in teacher accountability and we know our teachers do too. With the new performance system in place, now is the time to increase our investment in Florida's teachers."

10. **Question:** *What about other support staff and other non-instructional personnel?*

Answer: Support staff and non-instructional personnel are also key school personnel that impact our student's overall success. Governor Scott's education budget recommendations will include additional funds that could be used to provide these staff with a salary increase.

GOVERNOR RICK SCOTT



Doubling Down on Education Investment



The full time teachers included in Governor Scott's proposal:

- Classroom teachers
- ESE teachers
- Pre-K ESE teachers
- Pre-K teachers
- Adult Education teachers teaching students in courses that earn credit towards graduation
- Career Education Teachers



Doubling Down on Education Investment



FLORIDA EDUCATION FINANCE PROGRAM
2013-14 - GOVERNOR'S RECOMMENDATION

Teacher Salaries & Benefits Increase

District	2013-14 Estimated Number of Teachers	Cost of \$2,500 Raise Per Teacher			Total Cost
		\$2,500 Raise in Salaries	7.65% Additional FICA	6.71% Additional FRS	
		-1-	-2-	-3-	
1 Alachua	1,679	4,197,500	321,109	281,652	4,800,261
2 Baker	309	772,500	59,096	51,835	883,431
3 Bay	1,687	4,217,500	322,639	282,994	4,823,133
4 Bradford	245	612,500	46,856	41,099	700,455
5 Brevard	4,783	11,957,500	914,749	802,348	13,674,597
6 Broward	13,932	34,830,000	2,664,495	2,337,093	39,831,588
7 Calhoun	173	432,500	33,086	29,021	494,607
8 Charlotte	939	2,347,500	179,584	157,517	2,684,601
9 Citrus	1,086	2,715,000	207,698	182,177	3,104,875
10 Clay	2,503	6,257,500	478,699	419,878	7,156,077
11 Collier	2,927	7,317,500	559,789	491,004	8,368,293
12 Columbia	670	1,675,000	128,138	112,393	1,915,531
13 Miami-Dade	20,053	50,132,500	3,835,136	3,363,891	57,331,527
14 DeSoto	279	697,500	53,359	46,802	797,661
15 Dixie	122	305,000	23,333	20,466	348,799
16 Duval	7,433	18,582,500	1,421,561	1,246,886	21,250,947
17 Escambia	2,591	6,477,500	495,529	434,640	7,407,669
18 Flagler	759	1,897,500	145,159	127,322	2,169,981
19 Franklin	90	225,000	17,213	15,098	257,311
20 Gadsden	398	995,000	76,118	66,765	1,137,883
21 Gilchrist	151	377,500	28,879	25,330	431,709
22 Glades	122	305,000	23,333	20,466	348,799
23 Gulf	125	312,500	23,906	20,969	357,375
24 Hamilton	105	262,500	20,081	17,614	300,195
25 Hardee	352	880,000	67,320	59,048	1,006,368
26 Hendry	358	895,000	68,468	60,055	1,023,523
27 Hernando	1,477	3,692,500	282,476	247,767	4,222,743
28 Highlands	771	1,927,500	147,454	129,335	2,204,289
29 Hillsborough	13,458	33,645,000	2,573,843	2,257,580	38,476,423
30 Holmes	228	570,000	43,605	38,247	651,852
31 Indian River	978	2,445,000	187,043	164,060	2,796,103
32 Jackson	478	1,195,000	91,418	80,185	1,366,603
33 Jefferson	71	177,500	13,579	11,910	202,989
34 Lafayette	69	172,500	13,196	11,575	197,271
35 Lake	2,550	6,375,000	487,688	427,763	7,290,451
36 Lee	5,354	13,385,000	1,023,953	898,134	15,307,087
37 Leon	2,049	5,122,500	391,871	343,720	5,858,091
38 Levy	342	855,000	65,408	57,371	977,779
39 Liberty	101	252,500	19,316	16,943	288,759
40 Madison	162	405,000	30,983	27,176	463,159
41 Manatee	2,862	7,155,000	547,358	480,101	8,182,459
42 Marion	2,572	6,430,000	491,895	431,453	7,353,348
43 Martin	1,173	2,932,500	224,336	196,771	3,353,607
44 Monroe	540	1,350,000	103,275	90,585	1,543,860
45 Nassau	660	1,650,000	126,225	110,715	1,886,940
46 Okaloosa	1,756	4,390,000	335,835	294,569	5,020,404
47 Okeechobee	398	995,000	76,118	66,765	1,137,883
48 Orange	10,910	27,275,000	2,086,538	1,830,153	31,191,691
49 Osceola	3,355	8,387,500	641,644	562,801	9,591,945
50 Palm Beach	11,800	29,500,000	2,256,750	1,979,450	33,736,200
51 Pasco	4,513	11,282,500	863,111	757,056	12,902,667
52 Pinellas	6,836	17,090,000	1,307,385	1,146,739	19,544,124
53 Polk	6,498	16,245,000	1,242,743	1,090,040	18,577,783
54 Putnam	634	1,585,000	121,253	106,354	1,812,607
55 St. Johns	1,827	4,567,500	349,414	306,479	5,223,393
56 St. Lucie	2,405	6,012,500	459,956	403,439	6,875,895
57 Santa Rosa	1,545	3,862,500	295,481	259,174	4,417,155
58 Sarasota	2,810	7,025,000	537,413	471,378	8,033,791
59 Seminole	3,994	9,985,000	763,853	669,994	11,418,847
60 Sumter	514	1,285,000	98,303	86,224	1,469,527
61 Suwannee	376	940,000	71,910	63,074	1,074,984
62 Taylor	204	510,000	39,015	34,221	583,236
63 Union	162	405,000	30,983	27,176	463,159
64 Volusia	3,799	9,497,500	726,559	637,282	10,861,341
65 Wakulla	310	775,000	59,288	52,003	886,291
66 Walton	567	1,417,500	108,439	95,114	1,621,053
67 Washington	253	632,500	48,386	42,441	723,327
68 Washington Special	9	22,500	1,721	1,510	25,731
69 FAMU Lab School	48	120,000	9,180	8,052	137,232
70 FAU Palm Beach	59	147,500	11,284	9,897	168,681
71 FAU St. Lucie	130	325,000	24,863	21,808	371,671
72 FSU Broward	43	107,500	8,224	7,213	122,937
73 FSU Leon	120	300,000	22,950	20,130	343,080
74 UF Lab School	53	132,500	10,136	8,891	151,527
75 Fla Virtual School	2,204	5,510,000	421,515	369,721	6,301,236
State	167,898	419,745,000	32,110,505	28,164,902	480,020,407