

# EMPOWER EDUCATORS



## TEACHERS' BILL OF RIGHTS

- ✓ Allow teachers to **file administrative and civil complaints** if a district or school directs that teacher to violate Florida law, and disciplines them for following the law.
- ✓ **Protect teachers from litigation** and professional practices sanctions, when they take action to restore the safety or educational atmosphere of a classroom.
- ✓ Give the Florida Department of Education's (DOE) Inspector General (IG) additional authority to **initiate investigations** when students, parents or teachers' rights are being violated.
- ✓ Clarify that teachers have the **choice** to join their local teachers union, and that they will not face any repercussions if they opt to not join.

## PAYCHECK PROTECTION

**Prohibit** any union representing public employees as a bargaining agent from having its dues and assessments deducted or collected by the public employee's employer.

**Prevent** school union officials from conducting union business at their taxpayer funded jobs.

**Require** such school unions to annually notify members of the costs of membership.

**Require** any public employee, prior to joining a school union, to sign and submit a form to the union acknowledging Florida is a right-to-work state.

**Prevent** school union officials from earning more than the highest paid member of the people they represent.

**Prohibit** distribution of school union literature at work, including schools.

## TRANSPARENT AND TRUE REPRESENTATION

**Require** a school union to represent at least 60% of employees eligible for representation.

**Require** school unions to annually provide financial reports to the state.

**Require** each school union to submit audited financial statements certified by an independent Florida-licensed Certified Public Accountant (CPA) annually.

**Provide** the DOE IG the ability to initiate investigations into instances of fraud, waste, or abuse with K-12 or postsecondary unions.

In the process of audits and investigations, independent Florida-licensed CPAs and the DOE IG, respectively, shall have the **unimpeded ability to inspect all membership records** as necessary to address reasonable suspicions of fraud, waste, abuse, or other misreporting of membership information.

## ENDING THE COVERT AND COZY BARGAINING TIES BETWEEN SCHOOL UNIONS AND SCHOOL BOARDS

**Reduce** term limits for school board members from twelve years to eight years.

**Prohibit** school board members from accessing a slush fund created through the collective bargaining process.

## GOVERNOR DESANTIS

*is proposing*

# \$1 BILLION

*to continue to increase teacher pay in the 2023-2024 school year.*

**THIS IS AN INCREASE OF  
\$200 MILLION  
FROM THE PRIOR YEAR.**

*Including this proposal*

**FLORIDA  
HAS INVESTED MORE THAN  
\$3 BILLION  
INTO TEACHER PAY  
SINCE 2020.**

School districts can choose how to prioritize the new \$200 million, whether for veteran teachers, minimum pay or both.

*In 2020, Governor DeSantis set a goal of*

**RAISING MINIMUM TEACHER SALARIES TO**

# \$47,500.

**TODAY, AVERAGE STARTING PAY IS OVER**

# \$48,000.