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.**