

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.