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MEMORANDUM

TO: School District Superintendents

FROM: Anastasios Kamoutsas

DATE: July 30, 2025

SUBJECT: Teacher Salary Increase Allocation Implementation

Florida's educators play a vital role in the success of our students and the continued strength of our state. Recognizing this, Governor Ron DeSantis has made historic and sustained investments in teacher compensation, prioritizing competitive pay as a key strategy to recruit and retain high-quality educators. Since 2020, the Governor has made recurring, record-setting investments to elevate teacher pay, championing the establishment of a dedicated funding source with the goal of raising minimum salaries to \$47,500. In sum, the Governor has invested over \$5,680,000,000 solely for teacher pay since creating this allocation in 2020.

This sustained investment is delivering measurable results. Florida's average minimum salary statewide in 2023-2024 was \$49,444, which reflects an increase of approximately \$9,400 since 2020. The 2024-2025 average will be computed once all final expenditures reports are submitted after August 1st. This investment in our teachers has yielded greater success for our students. Florida's statewide progress monitoring system shows consistent gains in student achievement, including an 8-point increase in English Language Arts and a 7-point increase in Mathematics over the past two years. School grades are also improving, with 44% of schools earning an "A" and the number of "D" or "F" schools dropping by nearly 40%. These outcomes underscore the essential role teachers play in driving academic success across the state. As further evidence of this impact, Florida's teacher vacancies have decreased by nearly 30 percent in the last two years, reflecting growing stability in the education workforce.

Despite historic investments in teacher compensation by the Governor and Legislature, local teachers' unions continue to delay salary increases through unnecessary and prolonged contract negotiations. These delays have prevented hard-earned dollars from reaching the teachers for whom they were intended, sometimes by months. In fact, in past years the State Board of Education has had to require superintendents to explain why funds were not distributed timely and in accordance with Florida law. Delaying these salary increases until the spring does no good for our single parent educators during the holiday season. I expect better, this year. It is also my expectation that union leadership will act swiftly and in good faith to ensure these funds make it into teachers' paychecks without delay – they've certainly earned it.

I encourage all to contact your union representatives and demand they get you the dollars that the Governor and the Legislature have appropriated to you.

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Timely implementation of salary increases is critical to Florida's goal of ensuring every student has access to a high-quality teacher. Competitive pay remains one of the most effective strategies to attract, support, and retain top talent in our classrooms. With the first day of school quickly approaching, union leadership must act to ensure there are no delays in delivering these dollars. Prompt distribution of funds helps build a strong and stable educator workforce for the year ahead, while any delay creates unnecessary stress and uncertainty for teachers.

Superintendents are directed to share this memo with the teachers in his or her district. The Florida Department of Education will continue monitoring district compliance with teacher salary increases and will request updates where needed to ensure districts use the salary increase allocation as required by law. We remain ready to support implementation, but I will not tolerate union delay tactics when it comes to the rights and compensation of Florida's teachers.

AK/pob

cc: Florida Public School Teachers