

PUBLIC SCHOOLS
School Personnel Issues



<p>1. What is the projected need for teachers in Florida?</p>	<p>The Florida Legislature's Office of Economic and Demographic Research (OEDR) projects that between 2000-2001 and 2009-2010, Florida will need 162,000 teachers to replace those teachers who retire or otherwise terminate their employment in Florida's public schools. That works out to a need for approximately 16,000 teachers per year over this period. However, with the passage of the class size amendment to the State Constitution (Amendment 9) in 2002, Florida will need 22,582 teachers in 2003-2004. About one-third of this number is needed to meet class size requirements.</p> <p>Not counting the additional teachers needed to implement the class size amendment, approximately one fifth of vacancies filled each year stem from enrollment growth, while four-fifths of the need are the result of teacher terminations—resignations, retirements, and terminations for other reasons.</p>
<p>2. Is the need for teachers in all teaching areas or is it centered in specific areas?</p>	<p>In 2003-04, the critical shortage areas designated by the Department of Education (DOE) include Exceptional Student Education (ESE), math, science, foreign languages, reading, English for Speakers of Other Languages (ESOL), technology education and school psychology. ESE programs accounted for nearly one in five vacancies and almost three out of ten ESE vacancies were filled out-of-field.</p>
<p>3. How does Florida enhance teacher recruitment and retention?</p>	<p>There are many programs offered in Florida to enhance teacher recruitment and retention.</p> <p><u>Teacher Recruitment</u></p> <p>TeachinFlorida, Florida's On-line Recruitment System</p> <ul style="list-style-type: none">• Accessible at www.teachinflorida.com• Provides information for teaching applicants and those considering a career in education.• Permits school districts to post teaching vacancies online.• Teacher applicants can post resumes online.• Since November 2000, over 37.4 million hits have been received on the site, with an additional 21 million hits received since January 2003.• As of November, 2003, there are 21,000 active resumes and 2,657 vacancies posted from 239 districts, public, private and charter schools and community colleges.

- Supported through a combination of federal and state funds.

The Great Florida Teach-In

- Florida's annual teacher job fair, providing a cost-effective way for teacher applicants to interview with Florida school district personnel.
- The 2003 Teach-In had 1895 attendees (987 from out-of-state) and 58 districts and schools represented.

Florida Future Educators of American Program

- Encourages pre-college students to consider career opportunities in education.
- DOE provides assistance to school districts in establishing local chapters for elementary, middle, and high school level students.
- There are 878 FFEA chapters in the state.
- Each year the DOE hosts the FFEA State Conference for middle and high school students and chapter advisors.
- Statewide conference conducted November 2002 with over 315 participants.

Florida Fund for Minority Teachers, Inc.

- This non-profit corporation manages the Minority Teacher Scholar Program, which provides scholarships to juniors in college.
- In 2002-2003, the program provided 571 scholarships totaling \$1,848,000.

Exceptional Student Education Teachers

- Through this program, DOE works with 9 state universities to recruit, prepare and retain ESE teachers, especially minority ESE teachers.
- Florida is in its second year of a 5 year, \$1.5 million grant awarded by the U.S. DOE.
- An additional \$2.3 million of federal Individuals with Disabilities Education Act (IDEA) Part B funds are funneled into the partnerships through the Comprehensive System of Personal Development Program.

Out of State Reciprocity

- A teacher with a standard out-of-state certificate or National Board of Professional Teaching Standards certificate has reciprocity in Florida. (**See the Teacher Certification Fact Sheet.**)

Alternative Certification Programs and Experts in Field

- To recruit professionals with subject area knowledge.
- DOE has developed a competency-based, on-the-job professional preparation program for satisfying the mastery of professional preparation and education competence requirements to receive a professional certificate.
- Provides online training and classroom mentoring.
- Over 1,500 applicants enrolled in the 2003-2004 school year. (See the Teacher Certification Fact Sheet.)

Adjunct Teachers

- A school district may create the position of "adjunct teacher," which is a person qualified by education or professional experience to teach in a certain narrow area, on a part-time basis. (See the Adjunct Teacher Fact Sheet.)

Other Teacher Recruitment Programs

- Florida has a national multi-media recruitment campaign to attract teachers; this includes regional and national print ads and radio and television public service ads.
- The Teacher First Response Center provides comprehensive information through a one-stop toll-free call operation for those interested in a teaching career in Florida.
- The Teach-for-Florida Program provides accelerated placement of highly qualified teachers, targeting career changers, underrepresented groups and paraprofessionals; it also prepares teachers for high needs schools.
- The Transition to Teaching Program supports high needs districts in attracting second careerists and Arts and Sciences graduates to teaching through state and local grants totaling \$10 million over five years.

Teacher Retention

TeachinFlorida.com

Tele-mentoring for new and early career teachers through a cadre of distinguished "e-mentors" (inaugurated August 2003).

- Provides a Teacher Toolkit and Teachers' Lounge (inaugurated March 2002).
- Provides lesson planning tools, bank of current research

	<p>and best practices in reading, resource builder capacity, chat room for discussions, and access to online reading courses.</p> <ul style="list-style-type: none">• Provides online professional development in the area of reading; expansion of teacher toolkit underway with resources on strategies to reduce student test anxiety.• Supported with both state and federal funds. <p>BEST: Better Educated Students and Teachers</p> <ul style="list-style-type: none">• The Teaching Salary Career Ladder is required of all districts beginning 2005-06.• It creates a new structure of the current teaching system that establishes multi-level career staffing and market driven compensation salary structure.• It establishes the following teaching categories: Associate Teacher, Professional Teacher, Lead Teacher, Mentor Teacher.• \$25 million appropriated in 2003-2004 to fund early innovator school districts. (See the Salary Career Ladder for Classroom Teachers Fact Sheet.) <p>Dale Hickam Excellent Teaching Program</p> <ul style="list-style-type: none">• Provides financial incentives for teachers in the process of becoming certified by the National Board for Professional Teaching Standards.• Provides incentives for Board Certified Teachers to mentor other teachers. Teachers are eligible for bonuses up to \$7,800 for 10 years.• There are 3,490 National Board Certified Teachers in Florida. (See the Dale Hickam Excellent Teaching Program Fact Sheet.) <p>Rewarding High-Performing Teachers</p> <ul style="list-style-type: none">• In 2000, the Legislature began providing bonuses of up to \$2,000 per year for teachers who succeed in teaching Advanced Placement or International Baccalaureate classes.• School boards must adopt a performance pay policy for outstanding instructional personnel equal to 5% of their pay.• School recognition awards provide bonuses of up to \$100 per student to all schools with improved student performance. These awards are frequently used by the school advisory councils to provide bonuses to teachers. (See the Teacher Pay Fact Sheet.)
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Teacher Recognition Programs

- Florida Teacher of the Year
- Milken National Educator Award
- Florida League of Teachers
- Dale Hickam Excellent Teaching Program

Targeted Funding for Teachers

- Florida leads the nation in providing liability insurance coverage for all full-time teachers and education professionals (guidance counselors, librarians, media specialist and school social workers).
- Teacher professional development - In 2004-2005, \$36 million dollars is provided to districts; 50% of district amount must be used for scientifically-based reading instructional methods.
- Florida Teachers Lead Program - Provides every classroom teacher approximately \$100 to purchase classroom supplies.
- FSU's Summer Reading Professional Development - Tuition-free university level reading courses provided at sites around state during summer that count toward reading endorsement for certification.
- "Four-PD" - online professional development to train new and current teachers in the latest scientifically-based reading instructional methods.

Critical Teacher Shortage Student Loan Forgiveness

- Reimbursement of tuition for college courses taken by current teachers toward certification in areas of critical teacher shortage.
- Reimburses up to 9 semester hours per year at up to \$78 per credit hour.
- Teachers must earn a grade point average of 3.0 to receive reimbursement.
- The program also provides scholarship assistance for taking courses toward certification in areas of critical shortage.
- Scholarship component targets undergraduate students, teachers in the profession, arts and sciences graduates, and mid-career professionals moving into teaching.

Residential Subsidies

- Equity Residential Properties Trust, in partnership with the DOE, created a program to reduce teachers' rent by 10%, take \$100 off move-in fees, and provide a \$500

Teacher Recruitment & Retention

	<p>credit toward home purchase.</p> <p>Home Loan Programs</p> <ul style="list-style-type: none"> • The U.S. Department of Housing and Urban Development (HUD) sponsors one program, the Teacher Next Door, which offers a 50% discount to teachers for HUD-owned single family homes. • Teacher Zero Down, sponsored by Bank of America, assists with home loan down payments. • Teacher Flex, also sponsored by Bank of America, assists with down payment and closing costs. <p>Treatment of Years of Experience for Pay Purposes</p> <ul style="list-style-type: none"> • A school district must treat years of teaching experience outside the district the same as years of teaching experience within the district, for purposes of pay. (See the Teacher Pay Fact Sheet.)
<p>4. Are there federal programs that support teacher recruitment in Florida?</p>	<p>Yes. Troops to Teachers: The Troops to Teachers Program is a federally supported program that provides counseling and placement assistance services to military personnel seeking a second career in teaching. There are 27 Troops to Teachers state offices. The program provides funding to Eckerd College and FSU to develop alternate certification programs in collaboration with school districts desiring such programs. 4,970 Troops to Teachers have been hired nationally; with 387 Troops to Teachers hired in Florida.</p> <p>Transition to Teaching Program: In 2002, Florida was awarded a grant of \$10.7 million over a 5-year period from the U.S. Department of Education to recruit high-quality teachers. The grant program will recruit non-teachers and provide support for their transition to the classroom. The program targets paraprofessionals seeking to advance their career in the classroom, graduates with arts and sciences degrees who want to become teachers and career changers seeking a new career in education.</p>
<p>5. Which statutes and rules are applicable?</p>	<p>Section 1009.59, F.S. -- Critical Teacher Shortage Student Loan Forgiveness Program. Section 1009.605, F.S. -- Florida Fund for Minority Teachers, Inc. Section 1012.05, F.S. -- Teacher Recruitment and Retention. (including provisions authorizing the Great Florida Teach-In) Section 1012.22(1)(c), F.S.-- Compensation and Salary Schedules. Section 1012.33(3)(g), F.S. -- Treatment of Years of</p>

Teacher Recruitment & Retention

	<p>Experience for Pay Purposes. Section 1012.56, F.S. -- Educator Certification Requirements Section 1012.57, F.S. -- Certification of Adjunct Educators. Section 1012.58, F.S. -- Transition to Teaching Program. Section 1012.72, F.S. -- Dale Hickam Excellent Teaching Program. Section 1012.74, F.S. -- Florida Educators Professional Liability Insurance Protection.</p>
<p>6. Where can I get additional information?</p>	<p>Department of Education Bureau of Educator Recruitment , Development and Retention (850) 245-0435 www.firn.edu/doe/profdev/</p> <p>www.teachinflorida.com</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



Education Council
Teacher Certification

**Fact
Sheet**

January 2005

<p>1. Which school-based personnel require certification?</p>	<p>Section 1012.55, F.S., requires individuals who hold positions as school supervisors, principals, teachers, library media specialists, school counselors, athletic coaches, or who otherwise provide instruction to possess a certificate as required by law and the rules of the State Board of Education (SBE). However, athletic coaches who voluntarily render service and are not employed by the school district are not required to hold certificates.</p> <p>The law also requires that rules be adopted to allow school boards to employ non-certificated personnel in certain circumstances.</p>
<p>2. How many types of teacher certificates are available?</p>	<p>Pursuant to s. 1012.56(6), F.S., the Bureau of Educator Certification issues two types of certificates to full-time teachers:</p> <p>1) A professional certificate. This certificate is valid for five school years and renewable with six semester hours of college credit in the subject area(s), 120 in-service points, or a combination of college credit and in-service points (See Questions 3 and 4).</p> <p>2) A temporary certificate. This certificate is valid for three school years and is nonrenewable except as provided in statute (See Questions 3 and 5).</p> <p>Additionally, the Florida Department of Education (DOE) also issues a certificate to cover "athletic coaching." This certificate is issued to individuals employed on either a part-time or full-time basis as a coach.</p> <p>Finally, an "adjunct" teaching certificate may also be issued by a school district, allowing individuals who do not hold state-issued teacher certification to teach if certain requirements are met. (Refer to the Adjunct Educator Certification Fact Sheet.)</p>
<p>3. What are the basic eligibility requirements to obtain a teaching certificate in Florida?</p>	<p>To be eligible to seek certification, a person must:</p> <ul style="list-style-type: none">• Be at least 18 years of age.• File a written statement, under oath, to subscribe to and uphold the principles incorporated in the Constitution of

	<p>the United States and the Constitution of the State of Florida.</p> <ul style="list-style-type: none"> • Document receipt of a bachelor's or higher degree from an accredited institution of higher learning or from a non-accredited institution of higher learning identified by the Department of Education (DOE) as having a quality program (See Question 10). • Obtain fingerprint clearance from the Department of Law Enforcement and Federal Bureau of Investigation. • Be of good moral character. • Be competent in performing the duties, functions, and responsibilities of a teacher.
<p>4. In addition to the basic eligibility requirements, what requirements are needed to obtain a Florida Professional Educator certificate?</p>	<p>In addition to the basic eligibility requirements, applicants seeking a professional certificate must also:</p> <ul style="list-style-type: none"> • Demonstrate mastery of general knowledge (See Question 6). • Demonstrate mastery of subject area knowledge (See Question 7). • Demonstrate mastery of professional preparation and education competence (See Question 8).
<p>5. In addition to the basic eligibility requirements, what requirements are needed to obtain a temporary teaching certificate?</p>	<p>In addition to the basic eligibility requirements, applicants seeking a temporary certificate must also:</p> <ul style="list-style-type: none"> • possess a bachelor's degree with a major in a certification subject area; • obtain college credit in the subject as specified in SBE rule; or • achieve a passing score on the Subject Area Examination for a bachelor's level subject area. <p>The applicant must also demonstrate mastery of general knowledge (See Question 6) within one calendar year of the date of employment under the temporary certificate.</p>
<p>6. How does an applicant demonstrate mastery of general knowledge?</p>	<p>Acceptable means of demonstrating mastery of general knowledge are:</p> <ul style="list-style-type: none"> • Achieving a passing score on the Florida General Knowledge Examination required by SBE rule.; • Achieving a passing score on the College Level Academic Skills Test (CLAST) prior to July 1, 2002; • Holding a valid standard teaching certificate issued by another state; • Holding a valid standard teaching certificate issued by the National Board of Professional Teaching Standards (NBPTS) or a national educational credentialing board approved by SBE; or • Documenting at least two semesters of successful

	<p>teaching in a community college, state university, or private college or university that awards an associate or higher degree and is an accredited institution or is a non-accredited institution of higher education identified by the DOE as having a quality program (See Question 10).</p>
<p>7. How does an applicant demonstrate mastery of subject area knowledge?</p>	<p>Acceptable means of demonstrating mastery of subject area knowledge are:</p> <ul style="list-style-type: none"> • Achieving passing scores on the subject area exams required by SBE rule; • Completing the subject area specializations specified in State Board rule and verification of subject area competence by the superintendent or chief executive officer of a state supported or private school for a subject area for which there is no subject area examination; • Completing the graduate level subject area specialization requirements for a subject coverage requiring a master's or higher degree and achievement of a passing score on the corresponding subject area examination; • Holding a valid standard teaching certificate issued by another state; or • Holding a valid standard teaching certificate issued by the NBPTS or a national educational credentialing board approved by SBE.
<p>8. How does an applicant demonstrate mastery of professional preparation and education competence?</p>	<p>Acceptable means of demonstrating mastery of professional preparation and education competence are:</p> <ul style="list-style-type: none"> • Completing an approved teacher preparation program at a postsecondary institution <i>in Florida</i> and achieving a passing score on the professional education competency exam required by SBE rule; • Completing a teacher preparation program at a postsecondary institution <i>outside of Florida</i> and achieving a passing score on the professional education competency exam required by SBE rule; • Holding a valid standard teaching certificate issued by another state; • Holding a valid standard teaching certificate issued by the NBPTS or a national educational credentialing board approved by SBE; • Documenting two semesters of successful teaching in a community college, state university, or private college or university that awards an associate or higher degree and is an accredited institution or is a non-accredited institution of higher education identified by the Department of Education as having a quality program (See

	<p>Question 10):</p> <ul style="list-style-type: none"> • Completing a professional education competence demonstration program, completing twenty semester hours in professional preparation pursuant to SBE rule, and achieving a passing score on the professional education examination required by SBE rule; or • Completing the Florida alternative certification program or a DOE-approved alternative certification program developed by a Florida school district. (Refer to the Alternative Certification Fact Sheet.)
<p>9. May teachers add areas of certification to their certificate?</p>	<p>Yes. Teachers may add subject areas requiring a bachelor's degree by attaining a passing score on a subject area examination. Teachers may add subject areas requiring a master's or higher level degree by attaining a passing score on a subject area examination and completing the subject content course or degree requirements.</p>
<p>10. What requirements does the DOE use to determine a "non-accredited institution of higher education with a quality" program?</p>	<p>According to the Florida DOE, a non-accredited institution of higher learning will be considered to have a quality bachelor's or higher degree program, if it meets any one of the following criteria:</p> <ul style="list-style-type: none"> • The institution is listed in the U.S. Department of Education's Directory of Postsecondary Institutions - Volume 1. The volume lists institutions that are accredited by at least one accreditation agency; • The institution's degrees are accepted for certification by their own state's Department of Education; or • The institution operates pursuant to Section 1005.06(1)(e), F.S., which exempts certain institutions from the jurisdiction of the Commission for Independent Education.
<p>11. What is the policy behind Florida's certification requirements?</p>	<p>As a result of two significant legislative initiatives -- the 1999 A+ Education Plan and EDUCATE 2000 -- Florida's educator certification laws were reformed in order to streamline the process, eliminate barriers to entering the teaching profession, and incentivize the recruitment and retention of outstanding teachers.</p>
<p>12. What are the applicable statutes and rules?</p>	<p>Section 1005.06(1)(e), F.S. -- Institutions exempt from licensure in 2001. Section 1012.54, F.S. -- Purpose of instructional personnel certification. Section 1012.55, F.S. -- Positions for which certificates are required. Section 1012.56, F.S. -- Educator certification requirements. Section 1012.565, F.S. -- Educator certification for blind and visually impaired students.</p>

Teacher Certification

	<p>Section 1012.57, F.S. -- Certification of adjunct educators. Section 1012.575, F.S. -- Alternative preparation programs for certified teachers to add additional coverage Section 1012.58, F.S. -- Transition to Teaching Program.</p> <p>Section 6A-1.0502, F.A.C. -- Non-certificated Instructional Personnel</p>
<p>13. Where can I get additional information?</p>	<p>Florida Department of Education Educator Certification In State: 1-800-445-6739 Out of State 1-850 488-2317 Internet Home Page: /www.fldoe.org (click on "Educators") E-mail: edcert@mail.doe.state.fl.us On-Line Employment Opportunities: www.TeachinFlorida.com/</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



Education Council
Alternative Certification

Fact Sheet

January 2005

<p>1. What is "alternative" certification?</p>	<p>Alternative certification programs provide a way for individuals who already possess a bachelor's degree to obtain the professional education preparation and experience required for a teaching certificate in Florida.</p>
<p>2. Who may participate in alternative certification?</p>	<p>Participants in all alternative certification programs must hold a bachelor's degree; the degree does not have to be in "education" or a traditional teacher preparation program.</p>
<p>3. Where are alternative certification programs available?</p>	<p>All Florida school districts are required to provide an on-the-job training alternative certification program for newly hired instructional staff. Participants in the district programs must be hired by the district and be eligible for a temporary educator certificate issued by the Florida Department of Education (FDOE).</p> <p>To obtain training <i>before</i> being hired by a school district or <i>before</i> obtaining a temporary certificate, an individual may enroll in an alternative certification program at an <i>educator preparation institute</i>.</p>
<p>4. What is an educator preparation institute?</p>	<p>Postsecondary educator preparation institutes were authorized by the 2004 Legislature in CS/SB 2986. The institutes are created by postsecondary institutions and must be approved by the FDOE. The alternative certification program offered by the institute must also be approved by FDOE.</p>
<p>5. What does the alternative certification program offered by educator preparation institutes include?</p>	<p>An alternative certification program offered by an approved educator preparation institute must include:</p> <ul style="list-style-type: none"> • instruction in professional knowledge and competencies and teaching scientifically based reading, including strategies that research has shown to be successful in improving reading among low-performance readers; • provide field experience with supervision from qualified educators; and • provide a certification ombudsman to assist participants in the process and procedures in obtaining certification. <p>To achieve professional educator certification, successful completers of the program must also pass the professional education competency test.</p>
<p>6. What does the alternative certification program offered by school</p>	<p>Flexibility is given to districts to provide either the DOE developed program or a competency-based alternative certification program developed by the district and approved by DOE. The DOE program is an on-line and peer support</p>

Alternative Certification

<p>districts include?</p>	<p>program and must include the following components:</p> <ul style="list-style-type: none"> • Survival training prior to assuming teacher duties to provide the minimum amount of instruction to prepare for the first days and weeks of school. • CD-ROM to train users on features of the web-based learning management to deliver the learning activities. • Support team of peer mentors and on-line tutors. • On-line learning activities. • An assessment to demonstrate knowledge of educational program.
<p>7. What information is available to compare the performance of educators based on the path taken to obtain a professional certificate?</p>	<p>Beginning with the 2003-2004 school year, the DOE must conduct a longitudinal study to compare performance of certificate holders who are employed in Florida school districts. The study must compare a sampling of educators who have qualified for a professional certificate since July 1, 2002, to determine if there are any significant differences in the performance of three groups of teachers:</p> <ul style="list-style-type: none"> • Teachers who graduated from a state-approved teacher preparation program. • Teachers who completed a state-approved professional preparation and education competency program. • Teachers with a valid standard teaching certificate issued by a state other than Florida. <p>Comparisons will be based on students' achievement levels and learning gains as measured by the student assessment program for public schools.</p>
<p>8. What are the applicable statutes and rules?</p>	<p>Section 1004.85, F.S. -- Postsecondary educator preparation institutes. Section 1008.22, F.S. -- Student assessment program for public schools Section 1012.56(5)(h), F.S.--Test requirement for alternative certification program offered by educator preparation institute Section 1012.56(7), F.S. -- Professional preparation alternative certification and education competency program Section 1012.56(16), F.S. -- Comparison of routes to a professional certificate</p>
<p>9. Where can I get additional information?</p>	<p>Florida Department of Education Educator Certification In State: 1-800-445-6739 Out of State 1-850-488-2317 Internet Home Page: http://www.fldoe.org/Default.asp?bhcp=1 E-mail: edcert@mail.doe.state.fl.us On-Line Employment Opportunities: www.TeachinFlorida.com</p>

Alternative Certification

	Florida House of Representatives Education Council (850) 488-7451
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<p>1. What are adjunct educators?</p>	<p>In accordance with s. 1012.57, F.S., and district school board rule, adjunct educators are persons who are deemed qualified to teach by virtue of their educational experience, life experience, or years of work even though they do not necessarily possess the academic qualifications or meet other requirements of the normal educator certification process. Adjunct educators are used to supplement -- not replace -- state certified educators. For example, a district could choose to hire a retired engineer or astronaut to teach algebra for one class per day.</p>
<p>2. Who can become an adjunct educator?</p>	<p>At a minimum, an applicant to be an adjunct educator must:</p> <ul style="list-style-type: none">• be at least 18 years old;• file a written statement, under oath, to uphold the principles in the Constitution of the United States and the Constitution of the State of Florida;• hold at least a bachelor's degree with a 2.5 GPA,• submit to a fingerprint check;• be of good moral character; and• be competent and capable of performing the duties, functions, and responsibilities of a teacher. <p>Additionally, in accordance with district school board rule, the applicant must demonstrate "expertise" in the subject area in which he or she will be teaching (See Question 4).</p>
<p>3. What is the purpose of allowing districts to certify "adjunct" teachers?</p>	<p>The purpose of allowing districts to certify individuals as adjunct educators is to allow these individuals to teach part-time in their fields of expertise without having to pass a state-required examination or take numerous hours of instruction at an education school. The adjunct certificate holders should be used as a strategy to reduce the teacher shortage; thus, supplementing a school's instructional staff.</p>
<p>4. How does an individual demonstrate "expertise" in a subject area?</p>	<p>An applicant shall be considered to have expertise in the subject area to be taught if the applicant demonstrates sufficient subject area mastery through passage of a subject area test.</p>

<p>5. How many districts have implemented an adjunct educator certification program?</p>	<p>Currently, 10 districts have adjunct educator certification programs:</p> <table border="1" data-bbox="868 331 1356 840"> <thead> <tr> <th>Districts</th> <th># of Adjunct Educators</th> </tr> </thead> <tbody> <tr> <td>Broward</td> <td>3</td> </tr> <tr> <td>Citrus</td> <td>1</td> </tr> <tr> <td>Hamilton</td> <td>5</td> </tr> <tr> <td>Lake</td> <td>15</td> </tr> <tr> <td>Leon</td> <td>1</td> </tr> <tr> <td>Manatee</td> <td>1</td> </tr> <tr> <td>Pinellas</td> <td>2</td> </tr> <tr> <td>Putnam</td> <td>1</td> </tr> <tr> <td>St. John's</td> <td>19</td> </tr> <tr> <td>St. Lucie</td> <td>4</td> </tr> <tr> <td>Total Statewide</td> <td>52</td> </tr> </tbody> </table>	Districts	# of Adjunct Educators	Broward	3	Citrus	1	Hamilton	5	Lake	15	Leon	1	Manatee	1	Pinellas	2	Putnam	1	St. John's	19	St. Lucie	4	Total Statewide	52
Districts	# of Adjunct Educators																								
Broward	3																								
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<p>6. How does the district assist adjunct educators in their first year of teaching?</p>	<p>The district must assign a "peer mentor" to assist these adjunct educators in their first year of teaching, and must also provide an orientation in classroom management, prior to assignment. An adjunct certificate holder may participate in a district's new teacher training program.</p>																								
<p>7. When can an adjunct certificate be renewed?</p>	<p>The adjunct educator certificate is good for five years, and may be renewed if the applicant has a satisfactory evaluation during each year of teaching as an adjunct educator.</p>																								
<p>8. What are the applicable statutes?</p>	<p>Section 1012.57, F.S. -- Certification of adjunct educators.</p>																								
<p>9. Where can I get additional information?</p>	<p>Florida Department of Education Educator Certification (850) 245-0435 www.fldoe.org</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>																								



Education Council Teacher Pay

Fact Sheet

January 2005

<p>1. Who controls how much teachers are paid?</p>	<p>The Legislature establishes state funding for public education in the annual General Appropriations Act (GAA). However, the Legislature does not establish teacher salaries.</p> <p>Teacher compensation (salaries and benefits) is bargained locally between teachers and the individual school district. Article I, Section 6 of the Florida Constitution provides that in Florida, "the right to bargain collectively shall not be denied or abridged."</p>
<p>2. How much funding was provided by the Legislature in the 2004-2005 budget?</p>	<p>In the 2004-2005 General Appropriations Act, the following programs provide funding for teachers.</p> <ul style="list-style-type: none">• Florida Education Finance Program (FEFP) funding formula increase provided \$1 billion <i>new</i> dollars for school operations. Some of these <i>new</i> dollars are reserved for teachers and some <i>may</i> be used for teacher salary increases, for other compensation such as health insurance, or for the hiring of new teachers.• School Recognition Program (included in the FEFP formula funds) provided \$117.2 million, which may be used by the schools/school advisory councils to provide nonrecurring bonuses for teachers. (Refer to the School Recognition Program Fact Sheet.)• Teachers Lead Program (included in FEFP formula funds) provided \$16.5 million for direct payments of \$100 to each classroom teacher for the purchase of classroom supplies.• Teacher Training funding (included in FEFP formula funds) is provided for teacher professional development in the amount of \$36 million.• Dale Hickam Excellent Teaching Program funding, which allows teachers to get assistance and bonuses of up to \$7,000 for pursuing and achieving national certification, was funded at \$67.7 million. (Refer to the Dale Hickam Excellent Teaching Program Fact Sheet.)• Teacher and School District Administrator Death Benefits provides for the families of teachers who are killed through some unlawful act in the performance of their professional duties (s. 112.1915, F.S.).• Educator Professional Liability Insurance provides teachers with professional liability insurance coverage for monetary damages and the cost of defense for claims made against them in the performance of their professional duties. (Refer

	<p>to the Teacher Liability Insurance Fact Sheet.)</p> <ul style="list-style-type: none"> • International Baccalaureate (IB) Bonus provides IB teachers a \$50 bonus for each student that receives a score of 4 or higher on the IB examination. Each IB teacher in a school designated "D" or "F" teaching at least one student who receives a score of 4 or higher on the IB examination is awarded an additional \$500 bonus. • Advanced International Certificate of Education Bonus (AICE) Bonus provides AICE teachers teaching students in full-credit AICE courses a \$50 bonus for each student that receives a score of 2 or higher on the AICE examination. AICE teachers teaching half-credit AICE courses are awarded a \$25 bonus for each student who receives a score of 1 or higher on the AICE examination. In addition, each AICE teacher in a school designated "D" or "F" who has at least one student that receives a score of 2 or higher on a full-credit AICE examination is awarded an additional \$500 bonus. Additional bonuses of \$250 each are awarded to teachers of half-credit AICE classes in a school designated "D" or "F" that have at least one student scoring 1 or higher on the half-credit AICE examination in that class. • Advanced Placement Bonuses (AP) Bonus provides AP teachers a \$50 bonus for each student that receives a score of 3 or higher on the College Board Advanced Placement examination. In addition, each AP teacher in a school designated "D" or "F" who has at least one student that receives a score of 3 or higher on the College Board Advanced Placement examination is awarded an additional \$500 bonus.
<p>3. How does the district distribute the money appropriated by the Legislature?</p>	<p>Each public school district, after collective bargaining activities, adopts a salary schedule for instructional personnel in that district. Chapter 447, F.S., governs collective bargaining in Florida, including school district employee collective bargaining.</p>
<p>4. In setting the salary schedule and teacher salaries, what does the Legislature require districts to consider?</p>	<p>As a basis for paying all school employees, district school boards are required to adopt a salary schedule or salary schedules that are designed to furnish incentives for improvement in training and for continued efficient service (s. 1012.22(1)(c), F.S.).</p> <p>Before 1997, school boards, in determining the salary schedule, had to consider the prior teaching experience of a person designated state teacher of the year by any state in the United States (Ch. 97-190, L.O.F.).</p> <p>In 1997, the Legislature added the requirement that a portion of</p>

	<p>each employee's compensation be based on performance; and that, in developing the salary schedule, the district school board seek input from parents, teachers, and representatives of the business community (s. 1012.22(1)(c)3., F.S.).</p> <p>In 1999, the Legislature required that the performance provision of each employer's compensation be 5% (s. 1012.22(1)(c)4., F.S.).</p> <p>In 2000, the Legislature required district school boards to consider prior professional experience in the field of education gained in positions in addition to district level instructional and administrative positions. This was done so districts would consider experience, such as corporate training or educational sabbaticals taken to work in specialized areas like marine biology at Sea World, etc. (s. 1012.22(1)(c)2., F.S.)</p> <p>In 2001, the Legislature addressed the issue of credit being given to teachers who move to new districts by establishing a policy to treat out of district teaching experience the same as in district teaching experience (s. 1012.33(3)(g), F.S.)</p> <p>In 2003, the Legislature created the Salary Career Ladder for Classroom Teachers, which revolutionizes how teachers are paid; tying compensation to performance. (s. 1012.231, F.S.)</p>																								
<p>5. On average, what are teachers paid in Florida?</p>	<p>According to the Florida Department of Education, the average salary paid to a Florida public school teacher in the school year 2003-04 was \$40,598. This represents an increase of \$323 (.80%) over the average salary of \$40,275 for the 2002-03 school year.</p> <p style="text-align: center;">Statewide Average Salary, 2001-2002 to 2003-2004</p> <table border="1" data-bbox="646 1386 1437 1627"> <thead> <tr> <th>Level</th> <th>2001 - 2002</th> <th>2002 - 2003</th> <th>2003 - 2004</th> </tr> </thead> <tbody> <tr> <td>Bachelor's</td> <td>36,363</td> <td>37,335</td> <td>37,637</td> </tr> <tr> <td>Master's</td> <td>43,061</td> <td>44,070</td> <td>44,536</td> </tr> <tr> <td>Specialist's</td> <td>50,450</td> <td>51,296</td> <td>52,258</td> </tr> <tr> <td>Doctorate</td> <td>49,422</td> <td>50,397</td> <td>50,847</td> </tr> <tr> <td>All Degrees</td> <td>39,275</td> <td>40,275</td> <td>40,598</td> </tr> </tbody> </table> <p>The following table sets forth the districts that provided the highest average teacher salary and the lowest average teacher salary in Florida in 2002-03, according to the education level of the teacher.</p>	Level	2001 - 2002	2002 - 2003	2003 - 2004	Bachelor's	36,363	37,335	37,637	Master's	43,061	44,070	44,536	Specialist's	50,450	51,296	52,258	Doctorate	49,422	50,397	50,847	All Degrees	39,275	40,275	40,598
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		Lowest and Highest District Average Teacher Salary by Degree, 2002-2003					
		Lowest		Highest		Difference	
Degree Level	Salary	District	Salary	District	Dollars	Percent	
Bachelor's	29,246	Union	42,518	Palm Beach	13,272	45.38	
Master's	33,236	Union	50,262	Collier	17,026	51.23	
Specialist	32,580	Walton	58,840	Sarasota	26,260	80.60	
Doctorate	29,331	Gadsden	57,877	Okaloosa	28,546	97.32	
All Degrees	30,558	Union	45,437	Palm	14,879	48.69	

<p>6. What is the national average teacher salary?</p>	<p>Nationally, the average teacher pay is estimated at \$45,930 for 2002-03 (source: U.S. Dept. of Education, National Center for Education Statistics; <i>Digest of Education Statistics, 2002</i>).</p>
<p>7. Does a direct comparison of teacher salary between various states produce a true picture of all factors that affect those averages?</p>	<p>No. Several factors make such a direct (unadjusted) comparison largely invalid.</p> <ul style="list-style-type: none"> • Cost-of-living must be taken into consideration. Most states with higher pay also have higher costs-of-living in goods, services, and housing. • Compensation in the form of other (non-salary) benefits is not reflected in salary. • It should be noted that Florida does not assess sales tax on groceries or medicines, nor does it assess a state income tax, as many other states do. • Florida is a high growth state and hires a much greater percentage of first time teachers than most states. Since beginning teachers make a lower wage, this fact brings down the state average teacher salary for Florida and other high growth states. <p>Other factors affect the average teacher salary in different states or even in different districts within Florida and should also be taken into consideration when comparing average salaries. These factors include:</p> <ul style="list-style-type: none"> • The number of instructional personnel in the district. • The type of degree of the individual. • The number of years of experience. • Whether the teacher is paid from an in-field or out-of-field contract. • Whether the teacher is paid on an annual or continuing (tenure) contract status.
<p>8. What other benefits do Florida teachers receive in addition to</p>	<p>Benefits: Employers pay Social Security, retirement, and medical plan benefits. Scholarships & Loan Forgiveness: A variety of scholarships and</p>

<p>salary?</p>	<p>loan forgiveness programs are available for teachers or prospective teachers. Advanced Placement Bonuses (AP) Bonus: (See Question 2) Advanced International Certificate of Education Bonus (AICE) Bonus: (See Question 2) International Baccalaureate (IB) Bonus: (See Question 2)</p>
<p>9. What are the applicable statutes and rules?</p>	<p>Ch. 447, F.S. -- Labor Organizations (Collective Bargaining provisions). Section 1011.62, F.S. -- Funds for Operation of Schools (Bonuses for teachers). Section 1012.22(1)(c), F.S. -- Compensation and Salary Schedules. Section 1012.33(3)(g), F.S. -- Contracts with Instructional Staff, Supervisors and School Principals.</p> <p>2004-2005 General Appropriations Act, Specific Appropriations 7, 81, 86, 87, 89, 101 and 102.</p>
<p>10. Where can I get additional information?</p>	<p>Florida Department of Education www.fldoe.org (Teacher Salaries, Experience, and Degree Level)</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



<p>1. What is the Salary Career Ladder for Classroom Teachers?</p>	<p>The Salary Career Ladder for Classroom Teachers was created by the Legislature in Ch. 2003-391, L.O.F. to change the way that Florida teachers are compensated, moving from a compensation system based on tenure to one based on performance and high achievement.</p>
<p>2. How will the Salary Career Ladder for Classroom Teachers be implemented?</p>	<p>Beginning with the 2005-2006 academic year, each district school board is required to implement a salary career ladder for classroom teachers. Teacher performance shall be defined as designated in s. 1012.34(3)(a)1.-7., F.S. The recommended salary schedule for teachers for 2004-2005 must be consistent with the district's career ladder and the district's 5% performance pay policy must provide for the evaluation of classroom teachers within each level of the salary career ladder provided in s. 1012.231, F.S.</p> <p>The categories of classroom teachers reflected in the salary career ladder must be as follows:</p> <ul style="list-style-type: none">• <u>Associate Teacher</u> - Classroom teachers who have not yet received professional certification or those who have professional certification but have been evaluated as low-performance teachers.• <u>Professional Teacher</u> - Classroom teachers who have received professional certification.• <u>Lead Teacher</u> - Classroom teachers who are responsible for leading others in the school as department chairperson, lead teacher, grade-level leader, intern coordinator, or professional development coordinator. Lead teachers must participate on a regular basis in the direct instruction of students and serve as faculty for professional development activities as determined by the State Board of Education. To be eligible for a Lead Teacher designation, the teacher must demonstrate outstanding performance pursuant to s. 1012.34(3)(a)1.-7. and must have been a Professional Teacher for at least 1 year.• <u>Mentor Teacher</u> - Classroom teachers who serve as regular mentors to other teachers, serve as faculty-based professional development coordinators, and regularly participate in direct instruction of low-performing

	<p>students. To be eligible for a Mentor Teacher designation, the teacher must demonstrate outstanding performance pursuant to s. 1012.34(3)(a)1.-7. and must have been a Lead Teacher for at least 2 years.</p> <p>Promotion of a teacher to a higher level on the salary career ladder shall be based on prescribed performance criteria and not based on length of service.</p> <p>Each district school board must develop a plan to implement the salary career ladder as prescribed above and submit the plan to the State Board of Education by March 1, 2004, for approval.</p>
<p>3. Is there a Pilot Program?</p>	<p>Yes. The Legislature appropriated a total of \$25 million in aid to local governments from the Principal State School Trust Fund for the establishment of district best practices models of the Salary Career Ladder Program, in accordance with s. 1012.231, F.S., during the 2003-2004 school year.</p> <p>The Commissioner of Education selected the school districts of Broward, Hillsborough, Pasco and Sumter counties to participate in the pilot program.</p> <p>The pilot school districts must meet these qualifications:</p> <ul style="list-style-type: none"> • The school board must adopt in an open meeting, new, permanently established positions which reflect the 4 salary career ladder positions established by law. • The school board must agree to reach consensus with the Commissioner of Education regarding a developmental model by December 31, 2003, and begin trial implementation in all of the district's schools beginning January, 2004. • The school board must adopt in an open meeting, a plan for principal leadership designation based on student performance, school grade, and teacher retention as prescribed by State Board of Education rules. (s. 1012.987, F.S.) • The bargaining agent representative must submit to the school board for verification, an agreement to each of the established career ladder positions, with salary levels to follow.
<p>4. How is the Teacher Salary Career Ladder funded?</p>	<p>In 2003-2004, \$25 million was provided to pilot the teacher salary career ladder. No funding was provided in 2004-2005.</p> <p>However, if a district has met class size reduction requirements, the district is directed to use the class size</p>

	reduction operating categorical funds for implementing the teacher salary career ladder or increasing teacher's salaries.
5. What are the applicable statutes and rules?	<p>Section 1011.685, F.S. -- Class size reduction; operating categorical fund.</p> <p>Section 1012.231, F.S. -- BEST Florida Teaching Salary Career Ladder Program.</p> <p>Section 1012.987, F.S. -- Education Leadership Development.</p> <p>2003 General Appropriations Act , Line Item 64A, Better Education Students and Teachers (BEST).</p>
6. Where can I get additional information?	<p>Florida Department of Education Bureau of Educator Recruitment, Development and Retention (850) 245-0435</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



<p>1. What is merit pay for teachers?</p>	<p>"Merit pay is an approach to rewarding exemplary teachers by paying them higher salaries based on their performance or the performance of their students . . . Some school districts have combined merit pay with other factors--such as additional planning time, training, flexible assignments, and changes in working conditions or environments--and they report that the distinctions have helped them retain high-quality teachers."</p> <p>-- <i>The Language of Learning: A Guide To Education Terms.</i> by J. McBrien and R. Brandt. Alexandria, VA: Association for Supervision and Curriculum Development.</p>
<p>2. Does Florida have a merit pay system?</p>	<p>Yes. The 1997 Legislature required school boards to "base a portion of each employee's compensation on performance." (Ch. 97-212, L.O.F.) In addition, each superintendent must recommend a salary schedule for instructional personnel, which bases a portion of each employee's compensation on performance.</p> <p>In the 1999 Legislative Session, the Legislature passed the A+ Education Plan (Ch. 99-398, L.O.F.) that contained provisions for improving the quality of teachers, administrators, and supervisory personnel. As a result, each superintendent must establish procedures for assessing the performance of duties and responsibilities of all teachers, administrators, and supervisory personnel.</p> <p>Current law requires the assessment procedure for classroom teachers and school administrators to be primarily based on the performance of students assigned to their classrooms or schools, as appropriate. The assessment must be based upon sound educational principles and contemporary research in effective educational practices. The assessment must primarily use data and indicators of improvement in student performance assessed annually by the Florida Comprehensive Assessment Test (FCAT) and may consider results of peer reviews in evaluating the employee's performance. Student performance must be measured by the FCAT and by local assessments for those subjects and grade levels not measured by the FCAT. (Refer to the Florida Comprehensive Assessment Test Fact Sheet.)</p>

Merit Pay for Teachers

	<p>The assessment criteria for classroom teachers and school administrators must include, but are not limited to, indicators that relate to the following:</p> <ul style="list-style-type: none"> • Performance of students. • Ability to maintain appropriate discipline. • Knowledge of subject matter. • Ability to plan and deliver instruction. • Ability to evaluate instructional needs. • Ability to establish and maintain a positive collaborative relationship with students' families in order to increase student achievement. • Other professional competencies, responsibilities, and requirements as established by the State Board of Education and the local school board.
<p>3. Are classroom teachers and school administrators eligible for merit pay?</p>	<p>Yes. Pursuant to current law, classroom teachers and school administrators who demonstrate outstanding performance, as measured by the student achievement criteria listed in Question 2, are eligible to receive a bonus equal to 5% of their individual, negotiated salary.</p>
<p>4. Are classroom teachers and school administrators still able to negotiate their individual salaries?</p>	<p>Yes. Although current law requires each school board to adopt a performance-pay policy for classroom teachers and school administrators, this policy is still subject to negotiation and does not prevent the negotiation of individual salaries. However, the policy must allow classroom teachers and school administrators who demonstrate outstanding performance to receive a bonus equal to 5% of their individual, negotiated salary.</p>
<p>5. Do parents and teachers have input in the development of a salary schedule?</p>	<p>Yes. Section 1012.22(1)(c), F.S., requires each school board to adopt a salary schedule for personnel. The law requires the school board to seek input from parents, teachers, and representatives of the business community when developing the salary schedule.</p>
<p>6. Is the State doing something innovative to monetarily reward outstanding classroom teachers?</p>	<p>Yes. The 2003 Legislature created the Salary Career Ladder for classroom teachers that provides financial rewards for high-performing teachers instead of rewarding teachers solely on the basis of their longevity. (Refer to the Salary Career Ladder for Classroom Teachers Fact Sheet.)</p>
<p>7. What are the applicable statutes and rules?</p>	<p>Section 1011.60(4), F.S. -- Salary schedule. Section 1012.22 (1)(c), F.S. -- Compensation and salary schedules. Section 1012.231(1), F.S. -- Salary Career Ladder for Classroom Teachers. Section 1012.27(2), F.S. -- Compensation and salary schedules.</p>

Merit Pay for Teachers

	Section 1012.34, F.S. -- Assessment procedures and criteria.
8. Where can I get additional information?	Florida Department of Education Division of K-12 Public Schools (850) 245-0509 Florida House of Representatives Education Council (850) 488-7451



Education Council

Dale Hickam Excellent Teaching Program

Fact Sheet

January 2005

1. What is the Dale Hickam Excellent Teaching Program?

The Dale Hickam Excellent Teaching program provides incentives for classroom teachers to seek national certification through the National Board for Professional Teaching Standards (NBPTS). The Excellent Teaching Program provides a fee subsidy of 90% of the NBPTS fee, \$2,300 as of October 2003, for Florida teachers who seek NBPTS certification. Additionally, a one-time portfolio preparation fee of \$150 is also paid. Florida teachers who receive NBPTS certification are eligible to receive an annual bonus of 10% of the prior fiscal year's statewide average salary for classroom teachers, approximately \$3,800 for every year of the life of the certification (10 years), provided that they remain classroom teachers. An additional 10% bonus can be earned for NBPTS certified teachers who provide the equivalent of 12 work days of mentoring and related services to Florida public school teachers who do not hold NBPTS certification.

Total appropriations for this program are:

School Year	Appropriation
1998-1999	\$12 million
1999-2000	\$14 million
2000-2001	\$19 million
2001-2002	\$31.4 million
2002-2003	\$48.7 million
2003-2004	\$69.5 million
2004-2005	\$67.7 million

2. What is the teacher's responsibility in the program?

A teacher for whom the state pays the certification fee and who does not complete the program or does not teach in a public school in Florida for at least one year after completing the certification must repay the fee to the state. A teacher who completes the program but fails to be awarded NBPTS certification does not have to repay the state.

3. What local incentives are offered to teachers who pursue and earn National Board Certification?

Currently, seventeen district school boards offer incentives for teachers to become National Board Certified. Some district school boards provide candidates for NBPTS certification with professional leave days for portfolio preparation, payment for the retake of one exercise, and

Dale Hickam Excellent Teaching Program

	<p>access to laptop computers and video equipment. District school boards compensate NBPTS certified teachers with annual bonuses, stipends, and supplements. In addition, district school boards grant a range of from 30 to 120 inservice points toward state recertification to NBPTS teachers.</p>																									
<p>4. What is the National Board for Professional Teaching Standards (NBPTS)?</p>	<p>The NBPTS was established in 1987 as a nonpartisan, independent not-for-profit organization with the goals of setting high, rigorous, and detailed standards of what accomplished teachers should know. These standards represent 27 certification fields. Candidates must possess a baccalaureate degree, hold a valid state teaching license, and have accomplished three years of successful teaching.</p> <p>Candidates for National Board certification are subject to a portfolio review and a two-part assessment based on standards and teaching. NBPTS estimates that certification takes approximately one year to complete. The portfolio review includes students' work and videotapes of the classroom teacher providing classroom instruction. Candidates are measured by a peer group of classroom teachers.</p>																									
<p>5. How much interest have teachers shown in the Excellent Teaching Program?</p>	<p>Since 1999, the figures are as follows:</p> <table border="1" data-bbox="675 1073 1442 1409"> <thead> <tr> <th></th> <th>1999-00</th> <th>2000-01</th> <th>2001-02</th> <th>2002-03</th> </tr> </thead> <tbody> <tr> <td># Applicants</td> <td>1455</td> <td>2421</td> <td>2619</td> <td>2405</td> </tr> <tr> <td># Withdrawals</td> <td>354</td> <td>486</td> <td>754</td> <td>730</td> </tr> <tr> <td>Total Participants</td> <td>1101</td> <td>1935</td> <td>1865</td> <td>1675</td> </tr> <tr> <td># Earning NBPTS certification</td> <td>700</td> <td>992</td> <td>1243</td> <td>1448</td> </tr> </tbody> </table> <p>According to the NBPTS, the national certification process has an average pass rate of 50%. However, since that percentage was calculated, the NBPTS now allows teachers who do not pass a portion of the exam to retake just that portion; before, teachers had to re-enroll in the entire program if they did not pass any portion of the exam. This policy change will increase the number of teachers who pass the exam.</p>		1999-00	2000-01	2001-02	2002-03	# Applicants	1455	2421	2619	2405	# Withdrawals	354	486	754	730	Total Participants	1101	1935	1865	1675	# Earning NBPTS certification	700	992	1243	1448
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<p>6. How does NBPTS certification affect Florida's state certification process?</p>	<p>Teachers who are NBPTS-certified and hold a valid certification in another state and meet Florida's eligibility and criteria and background and fingerprint check requirements, qualify for a professional certificate in Florida. A certified NBPTS teacher is deemed to meet state renewal requirements for the life of the teacher's NBPTS certificate.</p>																									

Dale Hickam Excellent Teaching Program

<p>7. What teachers are eligible?</p>	<p>All public school teachers in Florida school districts are eligible, including teachers at the Florida School for the Deaf and the Blind.</p>
<p>8. What are the applicable statutes and rules?</p>	<p>Section 1010.72, F.S. -- Dale Hickam Excellent Teaching Program Trust Fund Section 1012.56, F.S. -- Florida educator certification requirements Section 1012.585, F.S. -- Process for renewal of professional certificate Section 1012.72, F.S. -- Dale Hickam Excellent Teaching Program</p>
<p>9. Where can I get additional information?</p>	<p>Florida Department of Education Bureau of Educator Recruitment, Development and Retention (850) 245-0554 www.firn.edu/doe/etp/</p> <p>The National Board for Professional Teaching Standards 1525 Wilson Blvd., Suite 500 Arlington, VA 22209 1-800-22-TEACH or (703) 465-2700 www.nbpts.org</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



Education Council
Teacher Liability Insurance

Fact Sheet

January 2005

<p>1. What does educator professional liability insurance cover?</p>	<p>Educator professional liability insurance protects an insured from having to pay monetary damages or the cost of defense of actions resulting from claims arising out of occurrences in the course of activities in his or her professional capacity.</p>
<p>2. Who is eligible to be covered by the educator professional liability insurance policies?</p>	<p>All full and part-time instructional personnel and all administrative personnel are eligible to be covered by the educator professional liability insurance policies. "Instructional personnel" is defined in s. 1012.01(2), F.S., and includes classroom teachers, pupil personnel services, librarians/media specialists, instructional paraprofessionals, and other instructional staff. "Administrative personnel" is defined in s. 1012.01(3), F.S., and includes district-based instructional and noninstructional administrators and school administrators.</p>
<p>3. How much does the insurance cost?</p>	<p>The insurance is free to all full-time instructional personnel. Part-time instructional personnel and all administrative personnel may purchase the insurance at an annual cost estimated to be between \$3.50 and \$10.50 per policy. However, since the program's inception, the funds appropriated by the Legislature have been sufficient to provide free coverage to all teachers and administrative personnel.</p>
<p>4. What are the liability limits in the policies?</p>	<p>The insurance covers money damages and the cost of defending any lawsuit made against the teacher resulting from their activities as a Florida educator. The insurance policy provides up to \$3,000,000, in the aggregate. For each teacher, the insurance provides:</p> <ul style="list-style-type: none">• Up to \$2,000,000 per incident.• Up to \$2,000 for bail bond.• Up to \$500 per claim for assault related to personal property damage.
<p>5. When did the coverage start?</p>	<p>The coverage became available at the beginning of the 2001-2002 school year. The Department of Education and the Department of Management Services administer the program and ensure that the company providing the insurance is selected by a competitive process.</p>

Teacher Liability Insurance

<p>6. How many teachers are covered?</p>	<p>In 2004-2005, <u>all</u> instructional personnel will be covered.</p>
<p>7. How does this insurance coverage affect teachers who already have liability insurance through their teacher's union?</p>	<p>The liability insurance coverage is separate and apart from any other liability coverage carried by the district or other organization. Since some of the dues paid to teacher organizations are used to pay for duplicative liability coverage, it may be possible for a teacher to reduce the amount of dues paid by opting out of the liability coverage offered by the organization. If a district has paid for the coverage in the past, the district funds for that premium can now be used for other priorities.</p>
<p>8. What are the applicable statutes and rules?</p>	<p>Section 1012.01(2), F.S. -- Definition of instructional personnel Section 1012.01(3), F.S. -- Definition of administrative personnel Section 1012.74, F.S. -- Florida educators professional liability insurance protection.</p>
<p>9. Where can I get additional information?</p>	<p>Florida Department of Education Bureau of Educator Recruitment, Development and Retention (850) 245-0435 www.firn.edu/doc/cefo/insurance.htm</p> <p>Department of Management Services Division of State Purchasing (850) 488-7516</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>



Education Council
Barry Grunow Act

**Fact
Sheet**

January 2005

<p>1. What is the Barry Grunow Act?</p>	<p>The Barry Grunow Act (Act) provides designated benefits for any Florida teacher or school-based administrator who is killed while engaged in the performance of teaching or school administrator duties. The Act provides four benefits:</p> <ol style="list-style-type: none">(1) \$75,000 to the beneficiary or heirs of a decedent teacher or administrator;(2) \$1,000 to be paid toward the funeral and burial expenses of such teacher or administrator;(3) Payment of health insurance premiums for the spouse and dependent children of the decedent teacher or administrator; and(4) Waiver of any state matriculation and tuition fees for the teacher's or administrator's dependent children admitted to a publicly funded vocational-technical school, community college, or university.
<p>2. Who was Barry Grunow?</p>	<p>Barry Grunow was a Lake Worth, Florida Middle School teacher who was shot and killed by a student just outside his classroom on the last day of school, May 26, 2000.</p>
<p>3. Who is eligible for these benefits?</p>	<p>Any individual in a position defined as instructional personnel under s. 1012.01, F.S., is eligible. Instructional personnel include classroom teachers, guidance counselors, school psychologists, librarians, or teacher aides. In addition, school-based (as opposed to those based at the district or elsewhere) administrators are eligible.</p>
<p>4. Under what circumstances are benefits triggered?</p>	<p>The benefits in the bill are triggered when a teacher or school-based administrator is killed as a result of an unlawful and intentional act, provided that it was an act of violence inflicted by another person and that it occurs while the teacher or administrator is engaged in his or her teaching or school administrative duties, or because he or she is a teacher or school administrator.</p> <p>In other words, the Act covers any "on the job" intentional killing, or any killing while not on the job, if the killing is BECAUSE the person is a teacher or school administrator.</p>

Barry Grunow Act

<p>5. Prior to the enactment of the Barry Grunow Act, what special death benefits were available for the spouse of a teacher killed in the line of duty?</p>	<p>The spouse of <i>any</i> member of the Florida Retirement System, in which teachers participate, killed in the line of duty is paid one-half the salary of the deceased, or the member's current retirement benefit for life, whichever he or she chooses. The special death benefits provided in the Barry Grunow Act are in addition to these Florida Retirement System benefits.</p>
<p>6. How much funding has been provided?</p>	<p>\$165,000 is provided in the 2004-2005 General Appropriations Act \$165,000 was provided in the 2003-2004 General Appropriations Act \$165,000 was provided in the 2002-2003 General Appropriations Act</p>
<p>7. What are the applicable statutes and rules?</p>	<p>Section 112.1915, F.S. -- Teacher and school administrators death benefits.</p> <p>2004-2005 General Appropriations Act, Specific Appropriation 102 2003-2004 General Appropriations Act, Specific Appropriation 76 2002-2003 General Appropriations Act, Specific Appropriation 125</p>
<p>8. Where can I get additional information?</p>	<p>Florida House of Representatives Education Council (850) 488-7451</p>



<p>1. What is sick leave?</p>	<p>The school district superintendent may grant any person employed on a full-time basis at a public school who is unable to perform his or her duties on account of personal sickness, accident, extended illness, or illness or death of an employee's parent, sibling, spouse, child, close relative, or member of household leave of absence in the form of sick leave.</p>
<p>2. How is sick leave earned?</p>	<p>Full-time administrators are entitled to four days of sick leave at the end of the first month of their contractual year, and thereafter will earn 1 day of sick leave for every month of employment.</p> <p>Full-time administrators are not allowed to earn more than one day of sick leave for every month of employment in a single year.</p>
<p>3. Can administrators transfer their sick leave to another school district?</p>	<p>Yes. A full-time administrator can carry over his or her sick leave when moving to another school district.</p>
<p>4. Can a school administrator's sick leave be used by a family member?</p>	<p>Yes. Each school district must provide a policy under which a district employee may authorize his or her spouse, child, parent, or sibling who is also a district employee to use sick leave that has accrued to the authorizing employee.</p> <p>The school board must provide that the recipient may not use the donated sick leave until all of his or her sick leave has been depleted, excluding sick leave from a sick leave pool, if the recipient participates in a sick leave pool. Donated sick leave under this provision has no terminal value.</p>
<p>5. How much sick leave may an administrator accumulate?</p>	<p>There is <u>no limit</u> on how much sick leave an administrator may accumulate.</p>
<p>6. May an administrator receive an annual payment for accumulated sick leave?</p>	<p>Yes. Administrators are treated no differently than instructional staff or education support employees and may receive, as permitted by district school board rule, an annual payment for accumulated sick leave earned in a given school year based on the daily rate of pay of the administrator multiplied by up to 80%.</p>
<p>7. What is terminal pay for</p>	<p>Terminal pay is payment given for unused accumulated sick leave at termination of employment. If termination of</p>

School Administrator Sick Leave

sick leave?	employment is through death of the employee, payment must be made to the employee's beneficiary.
8. May school boards provide school administrators with terminal pay for accumulated sick leave?	Yes. A district school board may adopt policies to provide terminal pay to administrators. For purposes of computing the amount of terminal pay for accumulated sick leave, sick leave accrued after June 30, 2004 is compensated at no more than the daily rate of pay applicable at the time the sick leave was earned.
9. What are the applicable statutes and rules?	Section 1012.61, F.S. -- Sick leave
10. Where can I get additional information?	<p>Florida House of Representatives Committee on State Administration (850) 488-4863</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>