

**Public Schools**  
**School Personnel Issues**



## Education Council Teacher Recruitment & Retention

## Fact Sheet

January 2006

<p><b>1. What is the projected need for teachers in Florida?</b></p>	<p>The Florida Legislature's Office of Economic and Demographic Research (OEDR), projected in 2000 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, the newest projections from Department of Education Office of Evaluation and Reporting indicate that Florida will need to fill 31,761 classroom teacher vacancies in the 2006-07 school year, 11,821 of which result from the next phase of class size implementation moving to the school level calculation.</p> <p>Not counting the additional teachers needed to implement the class size amendment, over 4,200 of the vacancies to be filled in 2006-07 stem from enrollment growth, while another 15,700 result from teacher "terminations" – resignations, retirements, and terminations for other reasons.</p>
<p><b>2. Is the need for teachers in all teaching areas or is it centered in specific areas?</b></p>	<p>In 2005-06, the critical shortage areas designated by the Department of Education (DOE) include Exceptional Student Education (ESE), middle and high school level math and science, foreign languages, reading, English for Speakers of Other Languages (ESOL), technology education, industrial arts and school psychology. In addition, more than one out of every five ESE teachers hired were not certified in the appropriate field.</p> <p>The State Board of Education (SBE) approves new teacher shortage areas at each November meeting.</p>
<p><b>3. How does Florida enhance teacher recruitment and retention?</b></p>	<p>There are many programs offered in Florida to enhance teacher recruitment and retention.</p> <p><b><u>Teacher Recruitment</u></b></p> <p><b>TeachinFlorida, Florida's On-line Recruitment System</b></p> <ul style="list-style-type: none"><li>• Accessible at <a href="http://www.teachinflorida.com">www.teachinflorida.com</a></li><li>• Provides information for teaching applicants and those considering a career in education, with links and updated information for Educator Preparation Institutes and Colleges of Education.</li><li>• Is an interactive program that permits school districts to</li></ul>

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post teaching vacancies online and candidates to post resumes and search for current vacant positions.

- Since January 2005, over 27 million hits have been received on the site.
- Currently, there are 14,000 active resumes and 416 active vacancies. Historically, over 48,000 resumes and 28,000 vacancies have been posted online.
- The site is currently supported primarily through federal 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 2005 Teach-In had 3,070 candidates attend (up 64% from last year), and 58 districts, schools, and colleges of education represented.

### **Florida Future Educators of America (FFEA) 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 high school and college students and chapter advisors.

### **Florida Fund for Minority Teachers, Inc.**

- This non-profit corporation manages the Minority Teacher Scholar Program, which provides scholarships to college juniors.

### **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 participating in a five 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.

### **Certificate Reciprocity and Subject Area Testing**

- A teacher with a standard out-of-state certificate or National Board of Professional Teaching Standards certificate has full reciprocity in Florida. A Passport Certificate issued by the American Board for

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Certification of Teacher Excellence (ABCTE) qualifies a teacher for an initial Florida Temporary Certificate.

- The 2002 Florida Legislature has provided that individuals with an accredited bachelor's degree may demonstrate subject knowledge to be issued an initial Temporary Certificate by earning a passing score on Florida's subject area examination. This allows individuals who can demonstrate competency in the subject matter but may have earned a degree in another area to earn certification and begin teaching. **(See the Teacher Certification Fact Sheet.)**

### **Additional Routes to Certification: District Programs and Educator Preparation Institutes.**

- Used to recruit professionals with subject area knowledge.
- Each school district administers 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. Programs provide online training and classroom mentoring. Over 2,600 applicants were enrolled in the 2004-2005 school year, and over 1,700 have completed the program since the program became statewide in 2002. **(See the Alternative Certification Fact Sheet).**
- The 2004 Legislature provided authority for accredited post-secondary institutions to provide alternative certification training to bachelor's degree holders through Educator Preparation Institutes. At present, over 600 candidates are enrolled at 16 Florida community colleges and senior institutions.

### **Other Teacher Recruitment Programs**

- The DOE and Florida Education Foundation have partnered with Cooper DDB to launch a national multi-media recruitment campaign to attract teachers; this includes regional and national print ads and radio and television public service ads.
- 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).

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- Provides a Teacher Toolkit and Teachers' Lounge (inaugurated March 2002).
- Provides lesson planning tools, bank of current research and best practices in reading, resource builder capacity, chat room for discussions, and access to online reading courses.
- Includes the new Start with Success online resource for new teachers and substitute teachers. Phase II, released this year, will include video clips of best teaching practices to support the text resources and links.
- Supported primarily with federal funds.

### **Tap: Teacher Advancement Program**

- Implements the Milken model of career ladder advancement and professional development.
- Several individual schools throughout the state have received state support and are now implementing the model independently. New schools in Lake and Gadsden counties began in 2005-06.
- Staff is supported by the Milken Family Foundation and schools are supported through federal funds.

### **Dale Hickam Excellent Teaching Program**

- 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.
- Over 4,800 Florida teachers have achieved National Board Certification through this program. **(See the Dale Hickam Excellent Teaching Program Fact Sheet.)**

### **Rewarding High-Performing Teachers**

- In 2000, the Legislature began providing bonuses of up to \$2,000 per year for teachers whose students succeed in 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 Compensation 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).
- Florida Teachers Lead Program – Provides every classroom teacher approximately \$100 to purchase classroom supplies.
- "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 tuition reimbursement programs for teachers earning certification in critical shortage areas.

### **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 credit toward home purchase.

### **Home Loan Programs**

- 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.

### **Treatment of Years of Experience for Pay Purposes**

- 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

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<p><b>4. Are there federal programs that support teacher recruitment in Florida?</b></p>	<p style="text-align: center;">pay. (See the Teacher Compensation Fact Sheet.)</p> <p><b>Yes. Troops to Teachers:</b> 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><b>Transition to Teaching Program:</b> 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><b>5. Which statutes are applicable?</b></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 Experience for Pay Purposes.            Section 1012.56, F.S. -- Educator Certification Requirements.            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.            Section 1012.77, F.S. -- Christa McAuliffe Ambassador for Education (Teacher of the Year).            Section 1012.98, F.S. -- School Community Professional Development Act.</p>
<p><b>6. Where can I get additional information?</b></p>	<p>Department of Education            Bureau of Educator Recruitment, Development and Retention            (850) 245-0435  <a href="http://www.firn.edu/doe/profdev/">www.firn.edu/doe/profdev/</a>  <a href="http://www.teachinflorida.com">www.teachinflorida.com</a></p>

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	Florida House of Representatives Education Council (850) 488-7451
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## Education Council Teacher Certification

## Fact Sheet

January 2006

<p><b>1. Which school-based personnel require certification?</b></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><b>2. How many types of teacher certificates are available?</b></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> <ol style="list-style-type: none"><li>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 (<b>See Questions 3 and 4</b>).</li><li>2) A temporary certificate. This certificate is valid for three school years and is nonrenewable except as provided in statute (<b>See Questions 3 and 5</b>).</li></ol> <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. (<b>Refer to the Adjunct Educator Certification Fact Sheet.</b>)</p>
<p><b>3. What are the basic eligibility requirements to obtain a teaching certificate in Florida?</b></p>	<p>To be eligible to seek certification, a person must:</p> <ul style="list-style-type: none"><li>• Be at least 18 years of age.</li><li>• File a written statement, under oath, to subscribe to and uphold the principles incorporated in the Constitution of the United States and the Constitution of the State of Florida.</li><li>• Document receipt of a bachelor’s or higher degree from an accredited institution of higher learning <b>or</b> from a</li></ul>

## Teacher Certification

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

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	<p>required by SBE rule;</p> <ul style="list-style-type: none"><li>• 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;</li><li>• 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;</li><li>• Holding a valid standard teaching certificate issued by another state; or</li></ul> <p>Holding a valid standard teaching certificate issued by the NBPTS or a national educational credentialing board approved by SBE.</p>
<p><b>8. How does an applicant demonstrate mastery of professional preparation and education competence?</b></p>	<p>Acceptable means of demonstrating mastery of professional preparation and education competence are:</p> <ul style="list-style-type: none"><li>• 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;</li><li>• 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;</li><li>• Holding a valid standard teaching certificate issued by another state;</li><li>• Holding a valid standard teaching certificate issued by the NBPTS or a national educational credentialing board approved by SBE;</li><li>• 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 <b>(See Question 10)</b>;</li><li>• 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</li></ul> <p>Completing the Florida alternative certification program or a DOE-approved alternative certification program developed by a Florida school district. <b>(Refer to the Alternative Certification Fact Sheet.)</b></p>

## Teacher Certification

<p><b>9. May teachers add areas of certification to their certificate?</b></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><b>10. What requirements does the DOE use to determine a "non-accredited institution of higher education with a quality program?"</b></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"> <li>• 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;</li> <li>• The institution's degrees are accepted for certification by their own state's Department of Education; or</li> </ul> <p>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>
<p><b>11. What is the policy behind Florida's certification requirements?</b></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 provide incentives for the recruitment and retention of outstanding teachers.</p>
<p><b>12. What are the applicable statutes and rules?</b></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.          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>Rule 6A-1.0502, F.A.C. -- Non-certificated Instructional Personnel</p>
<p><b>13. Where can I get additional information?</b></p>	<p>Florida Department of Education          Educator Certification          In State: (850) 245-0431          Out of State (800) 445-6739          Internet Home Page: <a href="http://www.fldoe.org/edcert">www.fldoe.org/edcert</a>          E-mail: <a href="mailto:edcert@mail.doe.state.fl.us">edcert@mail.doe.state.fl.us</a></p>

## Teacher Certification

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On-Line Employment Opportunities:

[www.TeachinFlorida.com](http://www.TeachinFlorida.com)

Florida House of Representatives

Education Council

(850) 488-7451



## Education Council Alternative Certification

## Fact Sheet

January 2006

<b>1. What is an alternative certification program?</b>	An alternative certification program provides a way for individuals who already possess a bachelor's degree to obtain the professional education preparation and experience required for a professional teaching certificate in Florida.
<b>2. Who may participate in an alternative certification program?</b>	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.
<b>3. Where are alternative certification programs available?</b>	<p>All Florida school districts are required to provide an on-the-job training alternative certification program for newly hired instructional staff who need to satisfy the professional preparation and education competence requirements. Participants in the district programs must be employed by the district and hold 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>
<b>4. What is an educator preparation institute?</b>	Postsecondary educator preparation institutes were authorized by the 2004 Legislature. 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.
<b>5. What does the alternative certification program offered by educator preparation institutes include?</b>	<p>An alternative certification program offered by an approved educator preparation institute must provide:</p> <ul style="list-style-type: none"><li>• Instruction in professional knowledge and subject matter content that includes educator-accomplished practices and competencies and meets subject matter content requirements, professional competency testing requirements, and competencies associated with teaching scientifically based reading instruction and strategies;</li><li>• field experience with supervision from qualified educators; and</li><li>• a certification ombudsman to assist participants in the process and procedures in obtaining certification.</li></ul> <p>In order to achieve professional educator certification, those who successfully complete the program must also pass the professional education competency test.</p>
<b>6. What does the alternative certification program offered by school districts include?</b>	The district may provide either the FDOE developed competency-based, on-line program or an alternative certification program developed by the district and approved by FDOE. Both programs must include the following components:

## Alternative Certification

	<ul style="list-style-type: none"> <li>• Survival training to ensure an initial period of preparation before the teacher assumes responsibility for the classroom.</li> <li>• Professional Preparation Learning Activities and Training to provide in-depth acquisition of the Florida Educator Accomplished Practices.</li> <li>• Summative assessment to ensure a standards-based method of determining mastery of the professional education competencies.</li> <li>• Support team consisting of peer mentors and building level administrators to coordinate and support the professional development of the teacher.</li> <li>• Individual Action Plan to outline the structured learning experience for each teacher.</li> <li>• Professional Education Test to demonstrate knowledge of education pedagogy.</li> </ul>
<p><b>7. What are the applicable statutes?</b></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><b>8. Where can I get additional information?</b></p>	<p>Florida Department of Education            Educator Certification            In State: (850) 245-5049            Out of State: (800) 445-6739            Internet Home Page: <a href="http://www.fldoe.org/edcert">http://www.fldoe.org/edcert</a>            E-mail: <a href="mailto:edcert@mail.doe.state.fl.us">edcert@mail.doe.state.fl.us</a></p> <p>On-Line Employment Opportunities:  <a href="http://www.TeachinFlorida.com">www.TeachinFlorida.com</a></p> <p>Florida House of Representatives            Education Council            (850) 488-7451</p>



## Education Council **Adjunct Educator Certification**

## **Fact Sheet**

January 2006

<b>1. What are adjunct educators?</b>	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.
<b>2. Who can become an adjunct educator?</b>	At a minimum, to be an adjunct educator, an applicant must: <ul style="list-style-type: none"><li>• be at least 18 years old;</li><li>• 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;</li><li>• hold at least a bachelor's degree with a 2.5 GPA,</li><li>• submit to a fingerprint check;</li><li>• be of good moral character; and</li><li>• be competent and capable of performing the duties, functions, and responsibilities of a teacher.</li></ul> 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 <b>(See Question 4)</b> .
<b>3. What is the purpose of allowing districts to certify "adjunct" teachers?</b>	The purpose of allowing districts to certify adjunct educators is to supplement the instructional staff by allowing talented persons 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.
<b>4. How does a person demonstrate "expertise" in a subject area?</b>	An adjunct educator applicant must demonstrate sufficient subject area mastery through passage of a subject area test.



## Adjunct Educator Certification

<p><b>5. How many districts have implemented an adjunct educator certification program?</b></p>	<p>During the 2003-2004 school year, six districts had adjunct education certification programs.</p> <table border="1" data-bbox="792 289 1513 873"> <thead> <tr> <th data-bbox="792 289 987 394">Districts</th> <th data-bbox="987 289 1182 394"># of Adjunct Educators</th> <th data-bbox="1182 289 1513 394">Type of Courses</th> </tr> </thead> <tbody> <tr> <td data-bbox="792 394 987 499">Broward</td> <td data-bbox="987 394 1182 499">3</td> <td data-bbox="1182 394 1513 499">Language Arts Read, Math, Science Social Studies</td> </tr> <tr> <td data-bbox="792 499 987 531">Collier</td> <td data-bbox="987 499 1182 531">1</td> <td data-bbox="1182 499 1513 531">ESE Academic Course</td> </tr> <tr> <td data-bbox="792 531 987 562">Hernando</td> <td data-bbox="987 531 1182 562">2</td> <td data-bbox="1182 531 1513 562">Unique Skills</td> </tr> <tr> <td data-bbox="792 562 987 594">Hillsborough</td> <td data-bbox="987 562 1182 594">1</td> <td data-bbox="1182 562 1513 594">French I</td> </tr> <tr> <td data-bbox="792 594 987 625">St. John's</td> <td data-bbox="987 594 1182 625">5</td> <td data-bbox="1182 594 1513 625">Second Grade</td> </tr> <tr> <td data-bbox="792 625 987 804">St. Lucie</td> <td data-bbox="987 625 1182 804">7</td> <td data-bbox="1182 625 1513 804">Personal, Career &amp; School Development, Language Arts World Cultural Geography</td> </tr> <tr> <td data-bbox="792 804 987 873"><b>Total Statewide</b></td> <td data-bbox="987 804 1182 873">19</td> <td data-bbox="1182 804 1513 873"></td> </tr> </tbody> </table>	Districts	# of Adjunct Educators	Type of Courses	Broward	3	Language Arts Read, Math, Science Social Studies	Collier	1	ESE Academic Course	Hernando	2	Unique Skills	Hillsborough	1	French I	St. John's	5	Second Grade	St. Lucie	7	Personal, Career & School Development, Language Arts World Cultural Geography	<b>Total Statewide</b>	19	
Districts	# of Adjunct Educators	Type of Courses																							
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St. Lucie	7	Personal, Career & School Development, Language Arts World Cultural Geography																							
<b>Total Statewide</b>	19																								
<p><b>6. How does the district assist adjunct educators in their first year of teaching?</b></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 educator certificate holder may participate in a district's new teacher training program.</p>																								
<p><b>7. When can an adjunct certificate be renewed?</b></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><b>8. What are the applicable statutes?</b></p>	<p>Section 1012.57, F.S. -- Certification of adjunct educators.</p>																								
<p><b>9. Where can I get additional information?</b></p>	<p>Local District School Boards</p> <p>Florida House of Representatives Education Council (850) 488-7451</p>																								



# Education Council Teacher Compensation

## Fact Sheet

January 2006

<p><b>1. Who controls how teachers are compensated?</b></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 or benefits.</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><b>2. How much funding was provided by the Legislature in the 2005-2006 budget for programs to support teachers?</b></p>	<p>In the 2005-2006 GAA, the following programs provide funding for teachers.</p> <ul style="list-style-type: none"><li>• <b>Florida Education Finance Program (FEFP)</b> funding formula increase provided \$1.3 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.</li><li>• <b>School Recognition Program</b> (included in the FEFP formula funds) provided \$134.1 million, which may be used by the schools/school advisory councils to provide nonrecurring bonuses for teachers. <b>(Refer to the School Recognition Program Fact Sheet.)</b></li><li>• <b>Teachers Lead Program</b> (included in FEFP formula funds) provided \$17.9 million for direct payments of \$100 to each classroom teacher for the purchase of classroom supplies.</li><li>• <b>Teacher Training</b> funding (included in FEFP formula funds) is provided for teacher professional development in the amount of \$18 million.</li><li>• <b>Dale Hickam Excellent Teaching Program</b> funding, which allows teachers to get assistance and bonuses of up to \$7,000 for pursuing and achieving national certification, was funded at \$83.6 million. <b>(Refer to the Dale Hickam Excellent Teaching Program Fact Sheet.)</b></li><li>• <b>Teacher and School District Administrator Death Benefits</b> 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.).</li><li>• <b>Educator Professional Liability Insurance</b> 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. <b>(Refer to the Teacher Liability Insurance Fact Sheet.)</b></li><li>• <b>International Baccalaureate (IB) Bonus</b> 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</li></ul>

## Teacher Compensation

	<p>receives a score of 4 or higher on the IB examination is awarded an additional \$500 bonus.</p> <ul style="list-style-type: none"> <li>• <b>Advanced International Certificate of Education (AICE) Bonus</b> 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.</li> <li>• <b>Advanced Placement (AP) Bonus</b> 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.</li> </ul>
<p><b>3. How does the district distribute the money appropriated by the Legislature?</b></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><b>4. In setting the salary schedule and teacher salaries, what does the Legislature require districts to consider?</b></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)1. F.S.).</p> <p>In determining the salary schedule for school employees, a district school board must:</p> <ul style="list-style-type: none"> <li>• Base a portion of each employee’s compensation on performance demonstrated under assessment procedures set out in s.1012.34, F.S. (<b>See Question 5</b>),</li> <li>• Consider the prior teaching experience of a person who has been designated state teacher of the year by any state in the United States, and</li> <li>• Consider prior professional experience in the field of education gained in positions in addition to district level instructional and administrative positions (s. 1012.22(1)(c)2.,F.S.).</li> </ul> <p>In developing the salary schedule, the district school board must seek input from parents, teachers, and representatives of the business community (s. 1012.22(1)(c)3., F.S.).</p>

## Teacher Compensation

	<p>Current law also requires that the adopted salary schedule allow for those school employees who demonstrate outstanding performance, as measured under s. 1012.34, F.S. (<b>See Question 5</b>), to earn a 5% supplement in addition to their negotiated salary (s.1012.22(1)(c)4., F.S.).</p> <p>A district school board must also recognize and accept each year a full-time public school teaching service earned in the State of Florida or outside the state and for which the employee received a satisfactory performance evaluation (s.1012.33(3)(g), F.S.).</p>
<p><b>5. What are the assessment procedures used to determine a teacher's compensation based on performance?</b></p>	<p>Each superintendent must establish procedures for assessing the performance of duties and responsibilities of all teachers, administrators, and supervisory personnel. The Department of Education (DOE) must approve each district's instructional personnel assessment system (s. 1012.34(1), F.S.).</p> <p>The assessment procedure for classroom teachers and school administrators must be primarily based on the performance of students assigned to their classrooms or schools, as appropriate. An assessment must be conducted for each employee at least once a year. In addition, the assessment must be based upon sound educational principles and contemporary research in effective educational practices.</p> <p>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. (<b>Refer to the Florida Comprehensive Assessment Test Fact Sheet.</b>)</p> <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"> <li>• Performance of students.</li> <li>• Ability to maintain appropriate discipline.</li> <li>• Knowledge of subject matter.</li> <li>• Ability to plan and deliver instruction.</li> <li>• Ability to evaluate instructional needs.</li> <li>• Ability to establish and maintain a positive collaborative relationship with students' families in order to increase student achievement.</li> <li>• Other professional competencies, responsibilities, and requirements as established by the State Board of Education and the local school board (s. 1012.34(3), F.S.).</li> </ul>

<p><b>6. On average, what are teachers paid in Florida?</b></p>	<p>According to the DOE, the average salary paid to a Florida public school teacher in the school year 2004-05 was \$41,578. This represents an increase of \$980 (2.41%) over the average salary of \$40,598 for the 2003-04 school year.</p> <p style="text-align: center;">Statewide Average Salary, 2002-2003 to 2004-2005</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="text-align: left;">Level</th> <th style="text-align: center;">2002-2003</th> <th style="text-align: center;">2003-2004</th> <th style="text-align: center;">2004-2005</th> </tr> </thead> <tbody> <tr> <td>Bachelor's</td> <td style="text-align: center;">37,335</td> <td style="text-align: center;">37,637</td> <td style="text-align: center;">38,516</td> </tr> <tr> <td>Master's</td> <td style="text-align: center;">44,070</td> <td style="text-align: center;">44,536</td> <td style="text-align: center;">45,678</td> </tr> <tr> <td>Specialist's</td> <td style="text-align: center;">51,296</td> <td style="text-align: center;">52,258</td> <td style="text-align: center;">53,695</td> </tr> <tr> <td>Doctorate</td> <td style="text-align: center;">50,397</td> <td style="text-align: center;">50,847</td> <td style="text-align: center;">52,047</td> </tr> <tr> <td>All Degrees</td> <td style="text-align: center;">40,275</td> <td style="text-align: center;">40,598</td> <td style="text-align: center;">41,578</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 2004-05, according to the education level of the teacher.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th colspan="7" style="text-align: center;">Lowest and Highest District Average Teacher Salary by Degree, 2004-2005</th> </tr> <tr> <th rowspan="2" style="text-align: left;">Degree Level</th> <th colspan="2" style="text-align: center;">Lowest</th> <th colspan="2" style="text-align: center;">Highest</th> <th colspan="2" style="text-align: center;">Difference</th> </tr> <tr> <th style="text-align: center;">Salary</th> <th style="text-align: center;">District</th> <th style="text-align: center;">Salary</th> <th style="text-align: center;">District</th> <th style="text-align: center;">Dollars</th> <th style="text-align: center;">Percent</th> </tr> </thead> <tbody> <tr> <td>Bachelor's</td> <td style="text-align: center;">30,672</td> <td style="text-align: center;">Union</td> <td style="text-align: center;">44,476</td> <td style="text-align: center;">Monroe</td> <td style="text-align: center;">13,804</td> <td style="text-align: center;">45.01</td> </tr> <tr> <td>Master's</td> <td style="text-align: center;">34,882</td> <td style="text-align: center;">Gadsden</td> <td style="text-align: center;">51,513</td> <td style="text-align: center;">Collier</td> <td style="text-align: center;">16,631</td> <td style="text-align: center;">47.68</td> </tr> <tr> <td>Specialist</td> <td style="text-align: center;">33,819</td> <td style="text-align: center;">Union</td> <td style="text-align: center;">59,413</td> <td style="text-align: center;">Sarasota</td> <td style="text-align: center;">25,594</td> <td style="text-align: center;">75.68</td> </tr> <tr> <td>Doctorate</td> <td style="text-align: center;">29,848</td> <td style="text-align: center;">Gadsden</td> <td style="text-align: center;">60,190</td> <td style="text-align: center;">Dade</td> <td style="text-align: center;">30,342</td> <td style="text-align: center;">101.66</td> </tr> <tr> <td>All Degrees</td> <td style="text-align: center;">32,451</td> <td style="text-align: center;">Union</td> <td style="text-align: center;">47,300</td> <td style="text-align: center;">Dade</td> <td style="text-align: center;">14,849</td> <td style="text-align: center;">45.76</td> </tr> </tbody> </table>	Level	2002-2003	2003-2004	2004-2005	Bachelor's	37,335	37,637	38,516	Master's	44,070	44,536	45,678	Specialist's	51,296	52,258	53,695	Doctorate	50,397	50,847	52,047	All Degrees	40,275	40,598	41,578	Lowest and Highest District Average Teacher Salary by Degree, 2004-2005							Degree Level	Lowest		Highest		Difference		Salary	District	Salary	District	Dollars	Percent	Bachelor's	30,672	Union	44,476	Monroe	13,804	45.01	Master's	34,882	Gadsden	51,513	Collier	16,631	47.68	Specialist	33,819	Union	59,413	Sarasota	25,594	75.68	Doctorate	29,848	Gadsden	60,190	Dade	30,342	101.66	All Degrees	32,451	Union	47,300	Dade	14,849	45.76
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<p><b>7. What is the national average teacher salary?</b></p>	<p>Nationally, the average teacher pay in 2002-03 was \$45,822 (source: U.S. Dept. of Education, National Center for Education Statistics; <i>Digest of Education Statistics, 2003</i>).</p>																																																																															
<p><b>8. Does a direct comparison of teacher salaries between various states produce a true picture of all factors that affect those averages?</b></p>	<p>No. Several factors make such a direct (unadjusted) comparison largely invalid.</p> <ul style="list-style-type: none"> <li>• Cost-of-living must be taken into consideration. Most states with higher pay also have higher costs-of-living in goods, services, and housing.</li> <li>• Compensation in the form of other (non-salary) benefits is not reflected in salary.</li> <li>• 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.</li> <li>• 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.</li> </ul> <p>Other factors affect the average teacher salary in different states or even in different districts within Florida and should also be taken into</p>																																																																															

## Teacher Compensation

	<p>consideration when comparing average salaries. These factors include:</p> <ul style="list-style-type: none"> <li>• The number of instructional personnel in the district.</li> <li>• The type of degree of the individual.</li> <li>• The number of years of experience.</li> <li>• Whether the teacher is paid from an in-field or out-of-field contract.</li> <li>• Whether the teacher is paid on an annual or continuing (tenure) contract status.</li> </ul>
<p><b>9. What other benefits do Florida teachers receive in addition to salary?</b></p>	<p><b>Benefits:</b> Employers pay Social Security, retirement, and medical plan benefits.  <b>Scholarships &amp; Loan Forgiveness:</b> A variety of scholarships and loan forgiveness programs are available for teachers or prospective teachers.  <b>Advanced Placement (AP) Bonus: (See Question 2)</b>  <b>Advanced International Certificate of Education (AICE) Bonus: (See Question 2)</b>  <b>International Baccalaureate (IB) Bonus: (See Question 2)</b></p>
<p><b>10. What are the applicable statutes?</b></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>2005-06 General Appropriations Act, Specific Appropriations 6, 73, 78, 79, 81, 94, and 95.</p>
<p><b>11. Where can I get additional information?</b></p>	<p>Florida Department of Education  <a href="http://www.fldoe.org">www.fldoe.org</a>          (Teacher Salaries, Experience, and Degree Level)</p> <p>Florida House of Representatives          Education Council          (850) 488-7451</p>



**Education Council**  
**Dale Hickam Excellent Teaching Program**

**Fact Sheet**

January 2006

**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 2005, for Florida teachers who seek NBPTS certification. 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 \$4,000 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
2005-2006	\$83.6 million

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

A teacher who receives a NBPTS certification fee subsidy under the Excellent Teaching Program must complete the program and teach in a public school in Florida for at least one year after completing the certification. Teachers who do not fulfill these requirements must repay the fee to the state. However, 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, nineteen 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 access to laptop computers and video equipment. District school boards

## Dale Hickam Excellent Teaching Program

	<p>compensate NBPTS certified teachers with annual bonuses, stipends, and supplements. In addition, district school boards grant a range of 30 to 120 in-service points toward state recertification to NBPTS teachers.</p>																														
<p><b>4. What is the National Board for Professional Teaching Standards (NBPTS)?</b></p>	<p>The NBPTS was established in 1987 as a 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><b>5. How much interest have teachers shown in the Excellent Teaching Program?</b></p>	<p>Since 1999, the figures are as follows:</p> <table border="1" data-bbox="711 989 1442 1318"> <thead> <tr> <th></th> <th>1999-00</th> <th>2000-01</th> <th>2001-02</th> <th>2002-03</th> <th>2003-04</th> </tr> </thead> <tbody> <tr> <td><b># Applicants</b></td> <td>1455</td> <td>2421</td> <td>2619</td> <td>2405</td> <td>2766</td> </tr> <tr> <td><b># Withdrawals</b></td> <td>354</td> <td>486</td> <td>754</td> <td>730</td> <td>626</td> </tr> <tr> <td><b>Total Participants</b></td> <td>1101</td> <td>1935</td> <td>1865</td> <td>1675</td> <td>2140</td> </tr> <tr> <td><b># Earning NBPTS certification</b></td> <td>700</td> <td>992</td> <td>1243</td> <td>1448</td> <td>1473</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	2003-04	<b># Applicants</b>	1455	2421	2619	2405	2766	<b># Withdrawals</b>	354	486	754	730	626	<b>Total Participants</b>	1101	1935	1865	1675	2140	<b># Earning NBPTS certification</b>	700	992	1243	1448	1473
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<p><b>6. How does NBPTS certification affect Florida's state certification process?</b></p>	<p>Teachers who are NBPTS-certified; hold a valid certification in another state; and meet Florida's eligibility, criteria background, and fingerprint check requirements, will 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>																														
<p><b>7. What teachers are eligible?</b></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>																														



## **Dale Hickam Excellent Teaching Program**

<b>8. What are the applicable statutes?</b>	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
<b>9. Where can I get additional information?</b>	Florida Department of Education Bureau of Educator Recruitment, Development and Retention (850) 245-0435 <a href="http://www.firn.edu/doe/etp/">www.firn.edu/doe/etp/</a>  The National Board for Professional Teaching Standards 1525 Wilson Blvd., Suite 500 Arlington, VA 22209 1-800-22-TEACH or (703) 465-2700 <a href="http://www.nbpts.org">www.nbpts.org</a>  Florida House of Representatives Education Council (850) 488-7451



## Education Council **Teacher Liability Insurance**

## **Fact Sheet**

January 2006

<b>1. What does educator professional liability insurance cover?</b>	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.
<b>2. Who is eligible to be covered by the educator professional liability insurance policies?</b>	All full and part-time instructional personnel and all administrative personnel employed by district school boards or district school board sponsored charter schools, including student teachers and interns, 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.
<b>3. How much does the insurance cost?</b>	The insurance is free to all full-time instructional personnel. Since the program's inception, the funds appropriated by the Legislature have been sufficient to provide free coverage to all full and part-time instructional personnel and all administrative personnel employed by district school boards or district school board sponsored charter schools, including student teachers and interns.
<b>4. What are the liability limits in the policies?</b>	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: <ul style="list-style-type: none"><li>• Up to \$2,000,000 per incident.</li><li>• Up to \$2,000 for bail bond.</li><li>• Up to \$500 per claim for assault related to personal property damage.</li></ul>
<b>5. When did the coverage start?</b>	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.
<b>6. How many teachers are covered?</b>	In 2005-2006, <u>all</u> instructional personnel will be covered.
<b>7. How does this insurance coverage affect teachers who already have liability insurance through their</b>	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

## Teacher Liability Insurance

<b>teacher's union?</b>	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.
<b>8. What are the applicable statutes?</b>	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.
<b>9. Where can I get additional information?</b>	Florida Department of Education Deputy Commissioner for Finance and Operations (850) 245-0406 <a href="http://www.firn.edu/doc/cefo/insurance.htm">www.firn.edu/doc/cefo/insurance.htm</a>  Department of Management Services Division of State Purchasing (850) 488-7516  Florida House of Representatives Education Council (850) 488-7451



## Education Council Barry Grunow Act

## Fact Sheet

January 2006

<b>1. What is the Barry Grunow Act?</b>	<p>The Barry Grunow Act (Act), named for a Lake Worth, Florida Middle School teacher who was shot and killed by a student just outside his classroom, 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"><li>(1) \$75,000 to the beneficiary or heirs of a decedent teacher or administrator;</li><li>(2) \$1,000 to be paid toward the funeral and burial expenses of such teacher or administrator;</li><li>(3) Payment of health insurance premiums for the spouse and dependent children of the decedent teacher or administrator; and</li><li>(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.</li></ol>
<b>2. Who is eligible for these benefits?</b>	<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 administrators are eligible.</p>
<b>3. Under what circumstances are benefits triggered?</b>	<p>Benefits are triggered when a teacher or school-based administrator is killed as a result of an unlawful and intentional act. The act of violence must be inflicted by another person and occur 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>
<b>4. Prior to the Barry Grunow Act, what special death benefits were available for the spouse of a teacher killed in the line of duty?</b>	<p>The spouse of <i>any</i> member of the Florida Retirement System 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.</p> <p>The special death benefits provided in the Barry Grunow Act are in addition to these Florida Retirement System benefits.</p>
<b>5. How much funding has been provided?</b>	<p>\$165,000 is provided in the 2005-06 General Appropriations Act.</p> <p>In the 2004-05, 2003-04, and 2002-03 General Appropriations Acts, \$165,000 was also provided.</p>

**Barry Grunow Act**

<b>6. What are the applicable statutes?</b>	Section 112.1915, F.S. -- Teacher and school administrators death benefits.  2005-2006 General Appropriations Act, Specific Appropriation 95
<b>7. Where can I get additional information?</b>	Florida House of Representatives Education Council (850) 488-7451