

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



**Schools & Learning Council**  
**Teacher Recruitment & Retention**

**Fact Sheet**

January 2008

<p><b>1. What is the projected need for teachers in Florida?</b></p>	<p>The Department of Education’s Office of Evaluation and Reporting uses the student enrollment projections of the Legislature’s Office of Economic and Demographic Research, plus additional projections of attrition and reductions in class size, to estimate the number of teachers that need to be recruited. For the 2007-08 school year, the projected number of new teachers needed statewide is 16,878.</p> <p>Reflected in this projection are 572 teachers needed to implement the Constitutional requirement for class size reduction. In 2007-08, compliance with class size reduction must be calculated at the school level average. Each school on average must meet the class size requirements for the grade levels in that school.</p> <p>An additional 259 teachers reflected in the 2007-08 projection will be needed for enrollment growth, while another 16,047 teachers will be needed as replacements for “terminations” – resignations, retirements, and terminations for other reasons.</p> <table border="1" data-bbox="500 1041 1393 1213"> <thead> <tr> <th colspan="2">2007-08 Projected Vacancies – Classroom Teachers</th> </tr> <tr> <th>Reason for vacancy</th> <th># of vacancies</th> </tr> </thead> <tbody> <tr> <td>Resignation, retirement, and other terminations</td> <td>16,047</td> </tr> <tr> <td>Class size reduction</td> <td>572</td> </tr> <tr> <td>Enrollment growth</td> <td>259</td> </tr> <tr> <td>Total</td> <td>16,878</td> </tr> </tbody> </table> <p>(Source: <i>Teacher Projections, February 2007</i> available at <a href="http://www.fldoe.org/evaluation/teachdata.asp">http://www.fldoe.org/evaluation/teachdata.asp</a>)</p>	2007-08 Projected Vacancies – Classroom Teachers		Reason for vacancy	# of vacancies	Resignation, retirement, and other terminations	16,047	Class size reduction	572	Enrollment growth	259	Total	16,878
2007-08 Projected Vacancies – Classroom Teachers													
Reason for vacancy	# of vacancies												
Resignation, retirement, and other terminations	16,047												
Class size reduction	572												
Enrollment growth	259												
Total	16,878												
<p><b>2. Is the need for teachers in all teaching areas or is it centered in specific areas?</b></p>	<p>The State Board of Education approves critical teacher shortage areas before the beginning of the calendar year.</p> <p>In 2007-08, the critical shortage areas designated by the Department of Education include Exceptional Student Education, middle and high school level math and science, foreign languages, reading, English for Speakers of Other Languages, technology education, industrial arts/technology education, and school psychologists.</p> <p>(Source: <i>Critical Teacher Shortage Areas 2007-2008</i> available at <a href="http://www.fldoe.org/evaluation/teachdata.asp">http://www.fldoe.org/evaluation/teachdata.asp</a>)</p>												
<p><b>3. How does Florida enhance teacher recruitment and retention?</b></p>	<p>Florida offers many programs to enhance teacher recruitment and retention:</p> <p><b><u>Teacher Recruitment</u></b></p> <p><b>www.TeachinFlorida.com, Florida’s On-line Recruitment System</b></p> <ul style="list-style-type: none"> <li>• The website provides information for teaching applicants and individuals considering a career in education, with links and updated</li> </ul>												

	<p>information for preparation programs available through Educator Preparation Institutes and Colleges of Education.</p> <ul style="list-style-type: none"><li>• An interactive program that permits school districts to post teaching vacancies online and allows candidates to post resumes and search for current vacant positions.</li><li>• More than 31 million hits have been received at this site since its creation, with an average of 93,000 hits per day.</li><li>• Currently, there are over 33,500 active resumes and 1,700 active vacancies. Historically, over 67,000 resumes and 34,000 vacancies have been posted online.</li><li>• The website is supported primarily through federal funds.</li></ul> <p><b>The Great Florida Teach-In</b></p> <ul style="list-style-type: none"><li>• Florida's annual teacher job fair provides a cost-effective way for teacher applicants to interview with Florida school district personnel.</li><li>• The 2006 Teach-In attracted 2,167 job candidates, and 73 districts, schools, and colleges of education were represented. Teach-In registrations were received from 45 states, Puerto Rico, Canada, the Bahamas, the Philippines, and the Virgin Islands.</li><li>• Over 3,000 candidates pre-registered for the 2007 Great Florida Teach-In, exceeding registration in any previous year.</li></ul> <p><b>Florida Future Educators of America (FFEA) Program</b></p> <ul style="list-style-type: none"><li>• Pre-college students are encouraged to consider career opportunities in education.</li><li>• School districts receive assistance in establishing local chapters for elementary, middle, high school, and postsecondary level students.</li><li>• The Department of Education hosts the annual FFEA State Conference for high school and college students and chapter advisors.</li><li>• There are 872 FFEA chapters in the state.</li></ul> <p><b>Florida Fund for Minority Teachers, Inc.</b></p> <ul style="list-style-type: none"><li>• This non-profit corporation manages the Minority Teacher Scholar Program, which provides scholarships to college juniors.</li></ul> <p><b>Exceptional Student Education Teachers</b></p> <ul style="list-style-type: none"><li>• DOE works with nine state universities to recruit, prepare, and retain ESE teachers.</li><li>• Florida is participating in a 5-year, \$1.6 million annual grant awarded by the U.S. Department of Education. This program is entitled the "State Personnel Development Grant." These funds are distributed to state universities and the Northeast Florida Educational Consortium. The primary purpose of this grant is to increase the state's capacity to recruit and retain sufficient numbers of highly qualified personnel who provide instruction and related services to students with disabilities.</li><li>• Professional Development Partnerships provide teacher training initiatives and support for activities to encourage collaboration among</li></ul>
--	--

the department, community colleges, and university special and general education departments (funded by \$2,190,000 in federal funds from the Individuals with Disabilities Education Act, Part B).

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

- A teacher with a standard certificate from another state or a national board certificate has full reciprocity in Florida. A Passport Certificate issued by the American Board for Certification of Teacher Excellence (ABCTE) qualifies a teacher for an initial Florida Temporary Certificate.
- A person with an accredited bachelor's degree who demonstrates subject knowledge by earning a passing score on Florida's subject area examination may be issued an initial Temporary Certificate. This allows those 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 Teacher Certification Fact Sheet.)**

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

- These programs 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 4,478 teachers were enrolled in District Alternative Certification Programs in the 2005-2006 school year, and there have been nearly 3,200 "completers" since the programs were implemented statewide in 2002. **(See Alternative Certification Fact Sheet).**
- Accredited post-secondary institutions are authorized to provide alternative certification training to bachelor's degree holders through Educator Preparation Institutes (EPI).
- The first community college EPIs were approved in August 2005 and resulted in an enrollment of 3,353 for the 2006-07 school year. There were 733 program completers for 2006-07.
- All 28 Florida community colleges and three state universities have fully approved EPIs. Of these, 28 have approval to offer competency-based, teacher preparation for baccalaureate degree holders.

### **Other Teacher Recruitment Programs**

- The DOE has contracted for full access with Teachers-Teachers.com to support the continual recruitment of highly qualified teachers statewide. From May 1, 2006, through April 30, 2007, Florida school districts posted 2,959 vacancies and sent 17,273 emails to select candidates identified while conducting 5,844 daily position searches. During this time, there was an average of 21,016 active, certified candidates within the Teachers-Teachers.com database who were interested in jobs within Florida public schools.

- The Transition to Teaching Program supports high-need districts in recruiting and retaining career changers and recent college of arts and sciences graduates to teach in high-need schools. At present, the grant serves seven districts with a five-year total of over \$4 million.

### Teacher Retention

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

This website:

- Provides a Teacher Toolkit and a Teachers' Lounge.
- 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 "Start with Success" online resource for new teachers and substitute teachers and includes video clips of best teaching practices to support the text resources and links.
- Is supported primarily with federal funds.

### Dale Hickam Excellent Teaching Program

- Funding for this program helps teachers pursue national certification and rewards those who achieve it by paying an annual bonus equal to 10% of the average teacher salary. An additional bonus is available for teachers who provide mentoring and related services.
- Current year funding is \$85.1 million (Specific Appropriation 93, ch. 2007-72, L.O.F.).
- More than 9,000 Florida teachers have achieved National Board Certification through this program. **(Refer to Dale Hickam Excellent Teaching Program Fact Sheet.)**

### Rewarding High-Performing Teachers

- MAP – Merit Award Program-Performance Pay –\$147.5 million to be awarded to teachers based on each district's approved performance pay plan that includes a teacher evaluation plan to identify high-performing teachers. **(Refer to Merit Award Program Fact Sheet.)**
- 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 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. **(Refer to Teacher Compensation Fact Sheet.)**

### Teacher Recognition Programs

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

### Targeted Funding for Teachers

## Teacher Recruitment & Retention

	<ul style="list-style-type: none"> <li>• Teachers Lead Program provides \$48.0 million for direct payments to each classroom teacher for the purchase of classroom supplies. The amount per teacher depends upon the number of eligible teachers (Specific Appropriation 91, ch. 2007-72, L.O.F.).</li> <li>• “Four-PD” – online professional development to train new and current teachers in the latest scientifically-based reading instruction methods.</li> </ul> <p><b>Critical Teacher Shortage Tuition Reimbursement Program</b></p> <ul style="list-style-type: none"> <li>• Reimbursement of tuition for college courses taken by current teachers toward certification in areas of critical teacher shortage.</li> <li>• Reimburses up to 9 semester hours per year at up to \$78 per credit hour. For the 2006-07 Award Year, the prorated average award was \$16 per semester hour.</li> <li>• Teachers must earn a minimum grade of 3.0 to receive reimbursement.</li> </ul> <p><b>Critical Teacher Shortage Loan Forgiveness Program</b></p> <ul style="list-style-type: none"> <li>• Provides loan repayments for teachers earning certification in critical shortage areas.</li> <li>• Requires applicants to apply in the first year of having both the critical shortage position and the critical shortage certificate or license.</li> <li>• For the 2006-07 award year, for full-time teachers who taught at least 180 days during the 2005-06 academic year, the award amounts were \$506 (with undergraduate degrees) and \$1,012 (with graduate degrees).</li> </ul> <p><b>Residential Subsidies</b> Equity Residential Properties Trust, in partnership with the Department of Education, created a program to reduce teachers’ rent by providing a zero application fee, 50% security deposit (with approved credit), and \$100-\$300 off the first month rent, depending on the size of the apartment.</p> <p><b>Home Loan Programs</b></p> <ul style="list-style-type: none"> <li>• The U.S. Department of Housing and Urban Development (HUD) sponsors the Teacher Next Door, which offers a 50% discount to teachers for HUD-owned single family homes.</li> <li>• Teacher Zero Down, sponsored by Bank of America, assists with home loan down payments.</li> <li>• Teacher Flex, also sponsored by Bank of America, assists with down payment and closing costs.</li> </ul> <p><b>Treatment of Years of Experience for Pay Purposes</b></p> <ul style="list-style-type: none"> <li>• 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. <b>(Refer to Teacher Compensation Fact Sheet.)</b></li> </ul>
<b>4. Are there</b>	<b>Yes.</b>

## Teacher Recruitment & Retention

<p><b>federal programs that support teacher recruitment in Florida?</b></p>	<p><b>Troops to Teachers:</b> The Troops to Teachers Program is a federally supported program that provides counseling and placement assistance services to active-duty military personnel leaving the service with at least 6 years of service, retirees, and members of the National Guard and Selected Reserves seeking a second career in teaching. The program provides stipends of up to \$5,000 to pay for certification requirements or a \$10,000 bonus if hired to teach for three years in a high-need school. The program provides funding to Eckerd College and FSU to develop alternate certification programs in collaboration with school districts desiring such programs. There are 9,343 Troops to Teachers participants that have been hired nationally, with 749 Troops to Teachers participants 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 careers 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>Florida has again received a new Transition to Teaching Grant for the 2006-2011 school years. While the purpose of the grant program is the same, the new grant will focus on helping small and rural districts improve their selection processes and support programs for new second career teachers.</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.            Section 1012.22(1)(c), F.S. -- Compensation and Salary Schedules.            Section 1012.225, F.S. -- Merit Award Program for instructional personnel and school-based administrators            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 1012.77, F.S. -- Christa McAuliffe Ambassador for Education Program.            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.fldoe.edu/doe/profdev/">www.fldoe.edu/doe/profdev/</a>  <a href="http://www.teachinflorida.com">www.teachinflorida.com</a></p>

## Teacher Recruitment & Retention

---

	<p><a href="http://www.floridastudentfinancialaid.org">www.floridastudentfinancialaid.org</a> <a href="http://www.fldoe.org/arm/">www.fldoe.org/arm/</a></p> <p>Florida House of Representatives Schools &amp; Learning Council (850) 488-7451</p>
--	--





## Schools & Learning Teacher Certification

## Fact Sheet

January 2008

<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> <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 (<b>Refer to Questions 3 and 4</b>).</p> <p>2) A temporary certificate. This certificate is valid for three school years and is nonrenewable except as provided in statute (<b>Refer to Questions 3 and 5</b>).</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 (<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</li></ul>

## Teacher Certification

	<p>an accredited institution of higher learning <b>or</b> from a non-accredited institution of higher learning identified by the Department of Education (DOE) as having a quality program <b>(Refer to 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:</p> <ul style="list-style-type: none"> <li>• Demonstrate mastery of general knowledge <b>(Refer to Question 6)</b>.</li> <li>• Demonstrate mastery of subject area knowledge <b>(Refer to Question 7)</b>.</li> <li>• Demonstrate mastery of professional preparation and education competence <b>(Refer to Question 8)</b>.</li> </ul>
<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:</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>(Refer to 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> <li>• 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>(Refer to Question 10)</b>.</li> </ul>
<p><b>7. How does an applicant</b></p>	<p>Acceptable means of demonstrating mastery of subject area</p>

<p><b>demonstrate mastery of subject area knowledge?</b></p>	<p>knowledge are:</p> <ul style="list-style-type: none"> <li>• Achieving passing scores on the subject area exams required by SBE rule;</li> <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> <li>• Holding a valid standard teaching certificate issued by the NBPTS or a national educational credentialing board approved by SBE.</li> </ul>
<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>(Refer to 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; Completing an alternative certification program pursuant to s. 1004.85, F.S. (educator preparation institute) and achieving a passing score on the professional education</li> </ul>

## Teacher Certification

	<p>examination required by SBE rule; or</p> <ul style="list-style-type: none"> <li>• Completing the Florida alternative certification program or a DOE-approved alternative certification program developed by a Florida school district. <b>(Refer to Alternative Certification Fact Sheet.)</b></li> </ul>
<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> <li>• 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.</li> </ul>
<p><b>11. 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-1.0503, F.A.C. -- Definition of Qualified Instructional Personnel.            Rule 6A-1.0502, F.A.C. -- Non-certificated Instructional Personnel.</p>
<p><b>12. Where can I get additional information?</b></p>	<p>Florida Department of Education            Educator Certification            (850)245-5049</p>

## Teacher Certification

---

	<p>Toll Free United States (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> On-Line Employment Opportunities: <a href="http://www.TeachinFlorida.com">www.TeachinFlorida.com</a></p> <p>Florida House of Representatives Schools &amp; Learning Council (850) 488-7451</p>
--	---



**Schools & Learning Council**  
**Alternative Certification**

**Fact Sheet**

January 2008

<p><b>1. What is an alternative certification program?</b></p>	<p>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.</p>
<p><b>2. Who may participate in an alternative certification program?</b></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><b>3. Where are alternative certification programs available?</b></p>	<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 (DOE).</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><b>4. What is an educator preparation institute?</b></p>	<p>Postsecondary educator preparation institutes were authorized by the 2004 Legislature. The institutes are created by postsecondary institutions and must be approved by the DOE. The alternative certification program offered by the institute must also be approved by DOE.</p>
<p><b>5. What does the alternative certification program offered by educator preparation institutes include?</b></p>	<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 obtain a Statement of Status of Eligibility for certification, participate in a field experience(s) that is appropriate to the educational plan, and pass the professional education competency test</p>

## Alternative Certification

	required by SBE rule.
<p><b>6. What does the alternative certification program offered by school districts include?</b></p>	<p>The district may provide either the DOE developed competency-based, on-line program or an alternative certification program developed by the district and approved by DOE. Both programs must include the following components:</p> <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            Bureau of Educator Certification            (850) 245-5049            Toll Free United States (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>Bureau of Educator Recruitment, Development, and Retention            (850) 245-0435  <a href="http://www.firn.edu/doe/profdev/">http://www.firn.edu/doe/profdev/</a></p> <p>Information regarding the contents of the Subject Area Examinations may be found in the "Competencies and Skills Required for Teacher Certification in Florida," at <a href="http://www.firn.edu/doe/sas/ftce/ftcecomp.htm">www.firn.edu/doe/sas/ftce/ftcecomp.htm</a>.</p>

## Alternative Certification

---

	<p>On-Line Employment Opportunities: <a href="http://www.TeachinFlorida.com">www.TeachinFlorida.com</a></p> <p>Florida House of Representatives Schools &amp; Learning Council (850) 488-7451</p>
--	---





## Schools & Learning Council Teacher Compensation

## Fact Sheet

January 2008

<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). Additionally, the Legislature provides for the Florida Retirement System, in which teachers participate and receive special benefits such as the option of reemployment after retirement.</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 2007 budget for programs to support teachers?</b></p>	<p>In the 2007 General Appropriations Act (ch. 2007-72, L.O.F.), the following programs provide funding for teachers:</p> <ul style="list-style-type: none"><li>• <b>Florida Education Finance Program (FEFP)</b> increase provides \$1.2 billion new dollars for school operations. Some of these new dollars are reserved for teachers and some may be used for teacher salary increases, for other compensation such as health insurance, or for the hiring of new teachers. Within the FEFP, the following allocations are provided as indicated below:<ul style="list-style-type: none"><li>• <b>Merit Award Program (MAP)</b> provides \$147.5 million for a performance pay plan for K-12 teachers. School district plans for implementation are due October 1, 2007 (ch. 2007-3, L.O.F.). <b>(Refer to Merit Award Fact Sheet).</b></li><li>• <b>School Recognition Program</b> provided \$263.4 million, which may be used by the schools/school advisory councils to provide nonrecurring bonuses for teachers. <b>(Refer to School Recognition Program Fact Sheet.)</b></li><li>• <b>Teachers Lead Program</b> provides \$48.0 million for direct payments to each classroom teacher for the purchase of classroom supplies. The amount per teacher depends upon the number of eligible teachers (Specific Appropriation 91, ch. 2007-72, L.O.F.).</li><li>• <b>Teacher Training</b> funding is provided for teacher professional development in the amount of \$136.5 million (Specific Appropriation 107, ch. 2007-72, L.O.F.).</li></ul></li><li>• <b>Dale Hickam Excellent Teaching Program</b> funding assists teachers to pursue national certification and rewards those who achieve it by paying an annual bonus equal to 10% of the average teacher salary. An additional bonus is available for teachers who provide mentoring and related services. Current year funding is \$85.1 million (Specific Appropriation 93, ch. 2007-72, L.O.F.). <b>(Refer to 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 and intentional act in the performance of their professional duties (s.</li></ul>

	<p>112.1915, F.S.). (Refer to Barry Grunow Act Fact Sheet.)</p> <ul style="list-style-type: none"> <li> <b>Annual Teacher Bonuses for Student Achievement in Certain College-Credit Level High School Courses</b>                      Provides an eligible teacher a maximum of \$2,000 in any school year for the following achievements:                     <ul style="list-style-type: none"> <li> <b>International Baccalaureate (IB) Bonus</b> provides IB teachers a \$50 bonus for each student who 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.                             </li> <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 who 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” who 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 who 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 who receives a score of 3 or higher on the College Board Advanced Placement examination is awarded an additional \$500 bonus.                             </li> </ul> </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 collective bargaining by school districts.</p>																														
<p><b>4. 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 2006-07 was \$45,296. This represents an increase of \$2,594 (6.07%) over the average salary of \$42,702 for the 2005-06 school year.</p> <p>Statewide Average Teacher Salary by Degree, 2003-2004 to 2006-2007</p> <table border="1" data-bbox="561 1677 1442 1860"> <thead> <tr> <th>Level</th> <th>2003-2004</th> <th>2004-2005</th> <th>2005-2006</th> <th>2006-07</th> </tr> </thead> <tbody> <tr> <td>Bachelor's</td> <td>37,637</td> <td>38,516</td> <td>39,492</td> <td>41,989</td> </tr> <tr> <td>Master's</td> <td>44,536</td> <td>45,678</td> <td>47,006</td> <td>49,771</td> </tr> <tr> <td>Specialist's</td> <td>52,258</td> <td>53,695</td> <td>55,238</td> <td>57,694</td> </tr> <tr> <td>Doctorate</td> <td>50,847</td> <td>52,047</td> <td>53,142</td> <td>55,617</td> </tr> <tr> <td>All Degrees</td> <td>40,598</td> <td>41,578</td> <td>42,702</td> <td>45,296</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</p>	Level	2003-2004	2004-2005	2005-2006	2006-07	Bachelor's	37,637	38,516	39,492	41,989	Master's	44,536	45,678	47,006	49,771	Specialist's	52,258	53,695	55,238	57,694	Doctorate	50,847	52,047	53,142	55,617	All Degrees	40,598	41,578	42,702	45,296
Level	2003-2004	2004-2005	2005-2006	2006-07																											
Bachelor's	37,637	38,516	39,492	41,989																											
Master's	44,536	45,678	47,006	49,771																											
Specialist's	52,258	53,695	55,238	57,694																											
Doctorate	50,847	52,047	53,142	55,617																											
All Degrees	40,598	41,578	42,702	45,296																											

## Teacher Compensation

	<p>in 2006-07, according to the education level of the teacher.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="7" style="text-align: center;">Lowest and Highest District Average Teacher Salary by Degree, 2006-2007</th> </tr> <tr> <th style="text-align: center;">Degree</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;">Level</th> <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: right;">33,732</td> <td style="text-align: center;">Union</td> <td style="text-align: right;">47,687</td> <td style="text-align: center;">Monroe</td> <td style="text-align: right;">13,955</td> <td style="text-align: right;">41.37</td> </tr> <tr> <td>Master's</td> <td style="text-align: right;">38,757</td> <td style="text-align: center;">Gadsden</td> <td style="text-align: right;">56,731</td> <td style="text-align: center;">Sarasota</td> <td style="text-align: right;">17,974</td> <td style="text-align: right;">46.38</td> </tr> <tr> <td>Specialist</td> <td style="text-align: right;">35,904</td> <td style="text-align: center;">Lafayette</td> <td style="text-align: right;">71,845</td> <td style="text-align: center;">Sarasota</td> <td style="text-align: right;">35,941</td> <td style="text-align: right;">100.10</td> </tr> <tr> <td>Doctorate</td> <td style="text-align: right;">33,732</td> <td style="text-align: center;">Gadsden</td> <td style="text-align: right;">65,845</td> <td style="text-align: center;">Okaloosa</td> <td style="text-align: right;">32,113</td> <td style="text-align: right;">95.20</td> </tr> <tr> <td>All</td> <td style="text-align: right;">35,489</td> <td style="text-align: center;">Union</td> <td style="text-align: right;">52,348</td> <td style="text-align: center;">Sarasota</td> <td style="text-align: right;">16,859</td> <td style="text-align: right;">47.50</td> </tr> </tbody> </table>	Lowest and Highest District Average Teacher Salary by Degree, 2006-2007							Degree	Lowest		Highest		Difference		Level	Salary	District	Salary	District	Dollars	Percent	Bachelor's	33,732	Union	47,687	Monroe	13,955	41.37	Master's	38,757	Gadsden	56,731	Sarasota	17,974	46.38	Specialist	35,904	Lafayette	71,845	Sarasota	35,941	100.10	Doctorate	33,732	Gadsden	65,845	Okaloosa	32,113	95.20	All	35,489	Union	52,348	Sarasota	16,859	47.50
Lowest and Highest District Average Teacher Salary by Degree, 2006-2007																																																									
Degree	Lowest		Highest		Difference																																																				
Level	Salary	District	Salary	District	Dollars	Percent																																																			
Bachelor's	33,732	Union	47,687	Monroe	13,955	41.37																																																			
Master's	38,757	Gadsden	56,731	Sarasota	17,974	46.38																																																			
Specialist	35,904	Lafayette	71,845	Sarasota	35,941	100.10																																																			
Doctorate	33,732	Gadsden	65,845	Okaloosa	32,113	95.20																																																			
All	35,489	Union	52,348	Sarasota	16,859	47.50																																																			
<p><b>5. What is the national average teacher salary?</b></p>	<p>Nationally, the average teacher pay in 2004-05 was \$47,750 (source: U.S. Dept. of Education, National Center for Education Statistics; <i>Digest of Education Statistics, 2005</i>).</p>																																																								
<p><b>6. 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 cost of living as reflected in the prices of goods, services, and housing.</li> <li>• Compensation in the form of other (non-salary) benefits is not reflected in salary.</li> <li>• 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 consequently hires a higher percentage of first-time teachers than most other states. Since beginning teachers earn less than experienced teachers, the state average teacher salary for Florida is lower as a result.</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 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 teacher.</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 status or continuing contract (tenure).</li> </ul>																																																								
<p><b>7. What other benefits do Florida teachers receive in addition to salary?</b></p>	<ul style="list-style-type: none"> <li>• <b>Benefits:</b> Employers pay social security, retirement, and medical plan benefits.</li> <li>• <b>Scholarships &amp; loan forgiveness:</b> A variety of scholarships and loan forgiveness programs are available for teachers or prospective teachers.</li> <li>• <b>MAP – Merit Award Program - performance pay:</b> \$147.5 million to be awarded to teachers based on each district's approved performance pay plan that includes a teacher evaluation plan to</li> </ul>																																																								

## Teacher Compensation

	<p>identify high-performing teachers.</p> <ul style="list-style-type: none"> <li>• <b>Bonuses for successful college credit high school teaching:</b> Advanced Placement (AP) Bonus, Advanced International Certificate of Education (AICE) Bonus, International Baccalaureate (IB) Bonus <b>(Refer to Question 2).</b></li> </ul>
<p><b>8. What are the applicable statutes and laws?</b></p>	<ul style="list-style-type: none"> <li>• Ch. 447, F.S. -- Labor Organizations (collective bargaining provisions).</li> <li>• Section 1011.62, F.S. -- Funds for operation of schools; bonuses for teachers of college-credit high school courses – paragraphs (1)(l), (m), and (n)</li> <li>• Section 1012.22(1)(c), F.S. -- Compensation and salary schedules.</li> <li>• Section 1012.225, F.S. – Merit Award Program</li> <li>• Section 1012.33(3)(g), F.S. -- Contracts with instructional staff, supervisors and school principals.</li> <li>• Section 1012.72 – Dale Hickam Excellent Teaching Program</li> <li>• 2007 General Appropriations Act, Specific Appropriations 8, 86, 91, 93, 104, and 107.</li> </ul>
<p><b>9. Where can I get additional information?</b></p>	<p>Florida Department of Education  <a href="http://www.firn.edu/doe/eias/eiaspubs/pdf/tchsal06.pdf">http://www.firn.edu/doe/eias/eiaspubs/pdf/tchsal06.pdf</a>            (Teacher Salaries, Experience, and Degree Level)</p> <p>Florida House of Representatives            Schools &amp; Learning Council            (850) 488-7451</p>



## **Schools & Learning Council**

# **Merit Award Program**

# **Fact Sheet**

January 2008

<b>1. What is the Merit Award Program for instructional personnel and school-based administrators?</b>	<p>The Merit Award Program (MAP) provides monetary bonuses to instructional personnel and school-based administrators, as individuals or as an instructional team, based upon the academic performance of students assigned to that employee's classroom, school, or within their academic sphere of responsibility. Funding for MAP is subject to legislative appropriation. The 2007 Legislature appropriated \$147.5 million for MAP.</p>
<b>2. Who is eligible to receive funding under the Merit Award Program?</b>	<p>Each school district that chooses to participate must develop a plan that designates top performing instructional personnel and school-based administrators and provides a bonus of at least 5 percent of the average teacher's salary for that school district, but no more than 10 percent of the average teacher's salary.</p> <p>The bonus amount may not be based on length of service or base salary and the receipt of a merit award bonus may not adversely affect the opportunity of the recipient to receive any other compensation made available to other instructional personnel and school-based administrators within the district.</p> <p>Each district's plan is reviewed by the Commissioner of Education (commissioner) for compliance before and after implementation. The commissioner must report non-compliant school district plans and/or implementation to the Governor and Legislature.</p>
<b>3. Are districts required to implement the Merit Award Program?</b>	<p>No, district participation in MAP is voluntary, but districts that choose not to participate cannot receive the money appropriated for the program. The funds for districts that choose not to participate revert back to the fund from which they were appropriated for the following fiscal year.</p>
<b>4. Which instructional personnel are eligible to receive a merit award?</b>	<p>All instructional personnel are included, with the exception of paraprofessionals and substitute teachers. Reading coaches and Pre-K Exceptional Student Education teachers are eligible. VPK teachers are not eligible.</p> <p>Personnel may be eligible as either individuals or instructional teams. "Instructional teams" are personnel who are co-teaching a class, or a team of teachers who consistently work together and who regularly provide instruction to the same group of students.</p>

## Merit Award Program

<p><b>5. Are charter schools eligible to participate in the Merit Award Program?</b></p>	<p>Yes, charter schools are eligible to participate in the Merit Award Program. If a charter school follows a district's salary schedule the charter school should be included within the district's plan. However, if a charter school does not follow the district's salary schedule or the district chooses not to adopt a plan, the charter school may adopt their own merit award pay plan pursuant to the requirements of the statute.</p>
<p><b>6. Do eligible employees have to apply to be eligible for a merit award?</b></p>	<p>No, school districts are specifically prohibited from requiring instructional personnel and school-based administrators to submit an application or make some type of presentation to be eligible for an award.</p>
<p><b>7. What are the criteria for determining whether a merit award bonus is earned?</b></p>	<p>School district plans must reward instructional personnel and school-based administrators based upon the performance of students assigned to those individuals. This student performance component must be weighted at no less than 60 percent in the determination of who receives a merit award bonus.</p> <p>School district plans must also base up to 40 percent of the overall evaluation for earning a merit award on a principal's evaluation for instructional personnel, or a superintendent's evaluation for school-based administrators. The factors included in such evaluations are as follows:</p> <ol style="list-style-type: none"> <li>1. Ability to maintain discipline.</li> <li>2. Outstanding knowledge of subject matter, with the ability to deliver high quality instruction and use of technology in the classroom.</li> <li>3. Ability to evaluate student instructional needs and to design and implement instructional strategies to meet those needs.</li> <li>4. Ability to work well with parents and families of students.</li> <li>5. The Florida Educator Accomplished Practices for instructional personnel. (Rule 6A-5.065, The Educator Accomplished Practices).</li> </ol> <p>The twelve essential practices of effective teaching are: Assessment; Communication; Continuous Improvement; Critical Thinking; Diversity; Ethics; Human Development and Learning; Knowledge of Subject Matter; Learning Environments; Planning; Role of the Teacher; and Technology.</p> <p>Additional criteria for school-based administrators include management of human, financial, and material resources to maximize such resources for direct instruction; and the administrator's ability to recruit and retain high-performing</p>

## Merit Award Program

<p><b>8. How is student performance to be measured?</b></p>	<p>teachers.</p> <p>Improved student performance is to be measured by statewide standardized tests and, for grades and courses not covered by a statewide assessment program, by district determined testing instruments that measure Sunshine State Standards, curriculum frameworks, or course descriptions for the content area assigned and grade level taught.</p> <p>The overall assessment of student performance must balance student performance based on academic proficiency or learning gains, or both. “Academic proficiency” is measured by determining if a student has met a certain standard. “Learning gains” refers to a measure of growth from a pretest to a posttest over a period of time. A district’s calculation of learning gains may consider the extent of the gains made by each individual student and/or the percentage of students making significant gains.</p>
<p><b>9. Are district MAP plans subject to collective bargaining?</b></p>	<p>Yes. Individual merit award supplements are subject to collective bargaining under Ch. 447. An expedited process is set up within s. 447.403, F.S., for resolution of impasses involving a dispute of the Merit Award Program plan.</p> <p>This process requires:</p> <ul style="list-style-type: none"> <li>• The appointment of a special magistrate to review the arguments of both parties within 5 days. The special magistrate is appointed by agreement by the parties or by the Public Employees Relations Commission if the parties cannot agree on one.</li> <li>• A hearing must be set for within 15 days and the parties must submit a list of disputed issues within 5 days of the appointment of the special magistrate.</li> <li>• The special magistrate’s written decision must be provided within ten days after the hearing.</li> <li>• Either party may reject any portion of the special magistrate’s decision, but must do so within 5 days.</li> <li>• Where either party rejects the decision, the parties shall proceed directly to resolution of the impasse by the district school board.</li> </ul>
<p><b>10. What are the school district responsibilities with regard to MAP?</b></p>	<p>Each school district that chooses to participate in the program is required to:</p> <ul style="list-style-type: none"> <li>• be able to administer end-of-course exams based on Sunshine State Standards to measure student performance in all grades and subject areas,</li> <li>• negotiate, approve, and submit a plan to the commissioner that meets statutory requirements,</li> <li>• establish a procedure to annually review the assessment and compensation components of the school district’s implemented plan from the prior year,</li> </ul>

## Merit Award Program

	<ul style="list-style-type: none"> <li>• submit a report on such implementation to the commissioner, and</li> <li>• inform its employees of the criteria and procedures associated with the school district's plan.</li> </ul>
<p><b>11. What are the commissioner and Department of Education responsibilities with regard to MAP?</b></p>	<p>The commissioner must:</p> <ul style="list-style-type: none"> <li>• Review plans submitted by districts for compliance prior to implementation.</li> <li>• Review district reports following implementation.</li> <li>• Identify revisions to non-compliant plans.</li> <li>• Review revisions to existing plans.</li> <li>• Certify non-compliant plans to the Governor and Legislature.</li> </ul> <p>The Department of Education must:</p> <ul style="list-style-type: none"> <li>• Provide technical assistance in the development of plans.</li> <li>• Collect and disseminate best practices for plans and for district-determined testing instruments.</li> </ul>
<p><b>12. How does the Merit Award Program affect the 2006 STAR Plan proviso language?</b></p>	<p>The Merit Award Program replaces STAR and gives districts several choices for implementing performance pay for the 2006-2007 school year. These options include:</p> <ol style="list-style-type: none"> <li>1. Implement an approved STAR plan (if one has been or can be approved by the district school board).</li> <li>2. Implement an approved plan that meets the requirements set forth above for the Merit Award Program.</li> <li>3. Implement the district's performance pay plan that complies with s. 1012.22, F.S. (if one has been implemented in the past).</li> </ol> <p>Those districts that choose options 1 or 2 will receive their pro rata share of the appropriation for STAR. Those districts that choose option 3 will receive only as much as they disbursed under their performance pay plan from the previous year.</p>
<p><b>13. What are the applicable statutes and rules?</b></p>	<p>Section 447.403, F.S. – Resolution of impasses.  Section 1012.01(2)(a)-(d) and (3)(c), F.S. – Definitions.  Section 1012.225, F.S. – Merit Award Program for instructional personnel and school-based administrators.</p> <p>Rule 6A-5.06, F.A.C. – The Educator Accomplished practices.  Rule 6A-7.0100, F.A.C. – Merit Award Program for Instructional Personnel and School Board Administrators.</p>
<p><b>14. Where can I get additional information?</b></p>	<p>Florida Department of Education  Division of Educator Quality  (850) 245-0509  <a href="http://www.fldoe.org/dpe/default.asp">http://www.fldoe.org/dpe/default.asp</a></p>



**Merit Award Program**

---

	Florida House of Representatives Schools & Learning Council (850) 488-7451
--	--



**Schools & Learning Council**  
**Dale Hickam Excellent Teaching Program**

**Fact Sheet**

January 2008

**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 Dale Hickman Excellent Teaching program pays \$2,250 (a fee subsidy of 90% of the NBPTS \$2,500 fee) for each Florida teacher who seeks 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 \$4,270.00 for every year of the life of the certification (10 years), provided that they remain classroom teachers. An additional bonus equal to 10% of the prior fiscal year's statewide average salary for classroom teachers can be earned by 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
2006-2007	\$97.9 million
2007-2008	\$88.1 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 subsidy 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**

Currently, a number of district school boards offer incentives for teachers to become National Board Certified. Some district school boards provide candidates for NBPTS

## Dale Hickam Excellent Teaching Program

<p><b>pursue and earn National Board Certification?</b></p>	<p>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 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 and be able to do. These standards represent 24 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 certification takes approximately one to three years 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" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>1999-00</th> <th>2000-01</th> <th>2001-02</th> <th>2002-03</th> <th>2003-04</th> <th>2004-05</th> <th>2005-06</th> <th>2006-07</th> </tr> </thead> <tbody> <tr> <td><b>Number of Applicants</b></td> <td>1455</td> <td>2421</td> <td>2619</td> <td>2405</td> <td>2766</td> <td>3165</td> <td>2994</td> <td>3000</td> </tr> <tr> <td><b>Number of Withdrawals</b></td> <td>354</td> <td>486</td> <td>754</td> <td>730</td> <td>626</td> <td>787</td> <td>675</td> <td>786</td> </tr> <tr> <td><b>Total Participants</b></td> <td>1101</td> <td>1935</td> <td>1865</td> <td>1675</td> <td>2140</td> <td>2378</td> <td>2319</td> <td>2214</td> </tr> <tr> <td><b>The Number Earning NBPTS certification</b></td> <td>700</td> <td>992</td> <td>1243</td> <td>1448</td> <td>1473</td> <td>1384</td> <td>1511</td> <td>1674</td> </tr> </tbody> </table> <p>According to the NBPTS, the national certification process has an average pass rate of 40% for first time testers with that rate rising to 70% by the third attempt.</p>		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	<b>Number of Applicants</b>	1455	2421	2619	2405	2766	3165	2994	3000	<b>Number of Withdrawals</b>	354	486	754	730	626	787	675	786	<b>Total Participants</b>	1101	1935	1865	1675	2140	2378	2319	2214	<b>The Number Earning NBPTS certification</b>	700	992	1243	1448	1473	1384	1511	1674
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07																																						
<b>Number of Applicants</b>	1455	2421	2619	2405	2766	3165	2994	3000																																						
<b>Number of Withdrawals</b>	354	486	754	730	626	787	675	786																																						
<b>Total Participants</b>	1101	1935	1865	1675	2140	2378	2319	2214																																						
<b>The Number Earning NBPTS certification</b>	700	992	1243	1448	1473	1384	1511	1674																																						
<p><b>6. How does NBPTS certification affect Florida's state certification process?</b></p>	<p>Teachers who are NBPTS-certified and meet Florida's eligibility criteria and background and fingerprint check requirements will qualify for a professional educator's 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>																																													
<p><b>8. What are the applicable</b></p>	<p>Section 1012.56, F.S. -- Florida educator certification</p>																																													

## Dale Hickam Excellent Teaching Program

<b>statutes?</b>	requirements. Section 1012.585, F.S. -- Process for renewal of professional certificate. Section 1012.72, F.S. -- Dale Hickam Excellent Teaching Program. Specific Appropriations 9B and 93, chapter 2007-72, Laws of Florida, and Specific Appropriation 5, chapter 2007-326, Laws of Florida.
<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 Schools & Learning Council (850) 488-7451



**Schools & Learning Council**  
**Barry Grunow Act**

**Fact Sheet**

January 2008

<p><b>1. What is the Barry Grunow Act?</b></p>	<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 certain educational expenses incurred by the children of the deceased teacher or school administrator while obtaining a career certificate or an undergraduate education at a school district career center, a public community college, or a state university. The amount to be waived is equal to the cost of tuition and fees for a total of 120 credit hours at a state university. The benefits continue until the child's 25<sup>th</sup> birthday.</li></ol>
<p><b>2. Who is eligible for these benefits?</b></p>	<p>Any individual in a position defined as instructional personnel under s. 1012.01, F.S., is eligible. Instructional personnel includes classroom teachers, guidance counselors, school psychologists, librarians, and teacher aides. In addition, school-based administrators are eligible.</p>
<p><b>3. Under what circumstances are benefits paid?</b></p>	<p>Benefits are paid 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>
<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>	<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>

## Barry Grunow Act

<b>5. How much funding has been provided?</b>	\$115,000 is provided in the 2007-08 General Appropriations Act. \$165,000 was provided in the 2006-07, 2005-06, 2004-05, 2003-04, and 2002-03 General Appropriations Acts.
<b>6. What are the applicable laws?</b>	Section 112.1915, F.S. -- Teacher and school administrators death benefits.  2007 General Appropriations Act, Specific Appropriation 104, ch. 2007-72, L.O.F., and Specific Appropriation 50. Ch. 2007-326, L.O.F.
<b>7. Where can I get additional information?</b>	Florida House of Representatives Schools & Learning Council (850) 488-7451