

1                                   A bill to be entitled  
2           An act relating to education; creating the  
3           Teacher Recruitment and Retention Program for  
4           areas of critical state concern; identifying  
5           the areas of critical state concern; providing  
6           eligibility criteria for teachers; providing  
7           for allocation of funds; providing for use of  
8           funds for employment incentives; requiring  
9           certain agreements for receipt of a retention  
10          bonus; requiring exit interviews and a report,  
11          as a condition for receiving funds from the  
12          program; creating the Teacher Recruitment  
13          Program for low-performing schools; requiring a  
14          school district with a school in grade category  
15          "D" or "F" to submit to the Department of  
16          Education a plan for recruitment of certain  
17          teachers to failing schools; requiring a salary  
18          bonus or increase for selected teachers;  
19          authorizing principals to determine eligible  
20          teachers; requiring performance criteria to be  
21          submitted to and reviewed by the district  
22          school board; requiring review of a principal's  
23          administration of the program; creating the  
24          Public School Equipment Matching Grants Program  
25          for failing schools; authorizing state matching  
26          of certain amounts of private donations;  
27          requiring a school board to certify the receipt  
28          of certain contributions; amending s. 230.23,  
29          F.S.; requiring district school boards to  
30          implement policies for parental and guardian  
31

1 involvement in schools; providing an effective  
2 date.

3  
4 Be It Enacted by the Legislature of the State of Florida:

5  
6 Section 1. There is created the Subject Area Teacher  
7 Recruitment and Retention Program for areas of critical state  
8 concern.--

9 (1) In any year in which the Legislature appropriates  
10 funds for the program, full-time middle and high school  
11 teachers in the following areas may be eligible for a bonus  
12 from the Subject Area Teacher Recruitment and Retention  
13 Program:

14 (a) Foreign language.

15 (b) Science.

16 (c) Mathematics.

17 (d) Computer science.

18 (e) Exceptional student education.

19 (2) The Department of Education shall allocate funds  
20 to each school district based on each district's total  
21 proportion of the state total number of teachers in these  
22 areas of critical state concern.

23 (3) For the recruitment segment of the program,  
24 district and school officials shall use funds provided as an  
25 incentive for employment.

26 (a) Newly employed classroom teachers qualified and  
27 assigned to teach in an area of critical state concern are  
28 eligible for a bonus of up to \$1,200 from the program.

29 (b) The school district may define purposes for the  
30 funds, such as payment of moving expenses for a newly employed  
31 teacher or purchase of a computer for the teacher's use.

1           (4) For the retention segment of the program, a  
2 teacher qualified and assigned to teach in an area of critical  
3 state concern is eligible for a bonus of up to \$1,200.

4           (a) To receive a bonus, a teacher must have received a  
5 favorable performance appraisal for the previous school year  
6 and must agree to maintain employment as a classroom teacher  
7 in an area of critical state concern for the 2000-2001 school  
8 year.

9           (b) To receive funds for the program, a school  
10 district must require an exit interview with every teacher who  
11 leaves the district's employment and must report the results  
12 of the interviews to the Department of Education every 6  
13 months.

14           (c) The Department of Education shall annually  
15 summarize and forward the results of the exit interviews to  
16 the Governor and the Legislature.

17           Section 2. (1) There is created the Teacher  
18 Recruitment Program to encourage the transfer of teachers with  
19 demonstrated teaching mastery to failing schools.

20           (2) By July 1 of each year, each school district that  
21 contains a school in grade category "D" or "F" or an  
22 alternative school that serves disruptive or violent youths  
23 shall develop a plan that authorizes principals of schools in  
24 those categories to recruit master teachers as provided by the  
25 program.

26           (a) The plan must provide for an annual salary bonus,  
27 or it must give evidence of contract negotiations that provide  
28 an addition to the salary of teachers recruited for the  
29 program. The plan must state the amount of the bonus or salary  
30 addition and the maximum number of years a teacher may be  
31 eligible for the annual bonus, which must be at least \$1,000.

1 If the plan authorizes a teacher to earn a bonus for more than  
2 1 year, a teacher may be eligible for a bonus for teaching at  
3 a school graded "C" or better, provided that the teacher was  
4 recruited to the school when the grade was "D" or "F."

5 (b) The plan must authorize the school principal to  
6 determine which teachers meet the performance requirements for  
7 the program; however, the principal must supply performance  
8 data to support the recruitment of each teacher. The district  
9 school board shall review the performance data and approve  
10 each selection. If the Legislature appropriates funds for  
11 bonus payments in an appropriations act, they must be made no  
12 later than October 1 of the year in which they are  
13 appropriated.

14 (c) The plan must describe the action the school  
15 district will take to make it possible for teachers to  
16 transfer into and out of the school.

17 (3) A principal may not select a teacher for the  
18 program who is already employed at a school in any year in  
19 which it receives a grade of "F," unless the teacher is  
20 nationally certified or has been selected as district or state  
21 Teacher of the Year. However, if a school improves its grade  
22 from an "F" to a "C" or better, all teachers assigned to the  
23 school may receive a bonus of an amount provided in the plan.

24 (4) The district school board shall evaluate the  
25 principal's performance in administering the program and shall  
26 consider the performance of students and faculty in its  
27 evaluation. If the school fails to improve its grade in the  
28 year following implementation of the program, the school  
29 district shall recommend corrective action and submit the  
30 recommendation to the State Board of Education for approval.  
31 This recommendation must include a statement of how well the

1 principal used the recruitment program to the advantage of the  
2 school and whether the principal should be retained. It must  
3 describe the measures taken by the district to facilitate the  
4 transfer of teachers recruited for the program by the  
5 principal.

6 Section 3. (1) There is created the Public School  
7 Equipment Matching Grants Program to provide equipment for  
8 low-performing schools.

9 (2) A school is eligible for the program if it is  
10 graded "F" in any year. The amount of each grant is equal to  
11 the private contribution made to an eligible school, but the  
12 maximum amount that any qualifying school may receive from the  
13 program is \$50,000.

14 (3) In-kind contributions may qualify for state match  
15 at a value equal to one-half of the fair market value of the  
16 in-kind contribution.

17 (4) Before any funds provided for the program may be  
18 released to any district for any school, the district school  
19 board must, through formal action taken in a public board  
20 meeting, certify to the Commissioner of Education that private  
21 cash or in-kind contributions have been received by the school  
22 seeking a matching grant.

23 Section 4. Subsection (15) of section 230.23, Florida  
24 Statutes, is amended to read:

25 230.23 Powers and duties of school board.--The school  
26 board, acting as a board, shall exercise all powers and  
27 perform all duties listed below:

28 (15) PUBLIC INFORMATION AND PARENTAL INVOLVEMENT  
29 PROGRAM.--

30

31

1           (a) Adopt procedures whereby the general public can be  
2 adequately informed of the educational programs, needs, and  
3 objectives of public education within the district.

4           (b) Implement a policy for parental and guardian  
5 involvement in schools which addresses the teachers' and the  
6 administration's communication with parents and guardians  
7 about school programs and student progress, parent and  
8 guardian volunteering opportunities, and the availability of  
9 community resources that support classroom instruction and  
10 child development. The school board may encourage at least one  
11 of a child's parents or the child's guardian to participate in  
12 an orientation program at the time the child is enrolled in,  
13 transferred to, or promoted to a new school.

14           Section 5. This act shall take effect July 1, 2000.  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31