

By Representative Farkas

1                                   A bill to be entitled  
2           An act relating to teacher recruitment and  
3           retention; creating provisions relating to  
4           financial incentives to promote teacher  
5           recruitment and retention; requiring the  
6           Department of Education to award funds for  
7           tuition reimbursement to certain instructional  
8           personnel; requiring the department to award  
9           financial bonuses to certain instructional  
10          personnel; prohibiting funds awarded pursuant  
11          to this act from being included in calculations  
12          of retirement benefits; requiring an  
13          appropriation; amending s. 231.173, F.S.;  
14          revising requirements for the certification of  
15          out-of-state teachers; revising requirements  
16          for specialization coverages for out-of-state  
17          teachers; providing an effective date.

18  
19 Be It Enacted by the Legislature of the State of Florida:

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21           Section 1. Teacher recruitment and retention;  
22 financial incentives.--

23           (1) The Department of Education shall award a tuition  
24 reimbursement in the amount of \$5,000 after the 3rd and 5th  
25 years of employment in a Florida public school to those  
26 instructional personnel hired after July 1, 1999, who have not  
27 been employed by a district school board during the 5-year  
28 period preceding such employment.

29           (2) The Department of Education shall award financial  
30 bonuses to instructional personnel according to the following  
31 schedule:

1       (a) At the end of the 10th year of teaching in a  
2 Florida public school, a bonus of 7 percent of that employee's  
3 base salary for the previous year.

4       (b) At the end of the 15th, 20th, 25th, and 30th years  
5 of teaching in a Florida public school, bonuses of 10 percent  
6 of the employee's base salary for the previous year.

7       (3) Financial incentives awarded pursuant to this act  
8 shall not be included in any calculation of retirement  
9 benefits.

10       (4) The Legislature shall annually appropriate to the  
11 Department of Education in the General Appropriations Act,  
12 based upon the legislative budget request of the department,  
13 an amount sufficient to carry out the provisions of this act.

14       Section 2. Paragraph (c) of subsection (1) and  
15 paragraph (a) of subsection (3) of section 231.173, Florida  
16 Statutes, are amended to read:

17       231.173 Successful experienced out-of-state teachers  
18 and administrators.--

19       (1) Notwithstanding the provisions of ss. 231.02,  
20 231.15, and 231.17 or any other provision of law or rule to  
21 the contrary, a successful, experienced, out-of-state teacher  
22 or administrator qualifies for a professional certificate if  
23 the applicant:

24       (c) Documents 2 5 years of appropriate successful  
25 full-time teaching or administrative experience in another  
26 state, ~~including 2 continuous years~~ during the 10-year ~~5-year~~  
27 period immediately preceding the date of application for  
28 certification.

29       (3) The professional certificate issued in accordance  
30 with subsection (1) shall reflect specialization coverages as  
31 follows:

1 (a) Teachers.--An applicant shall be eligible for  
2 specialization ~~the academic coverage in an area in which the~~  
3 ~~teacher is assigned to teach in a public school or nonpublic~~  
4 ~~school in this state or~~ in the area or areas of specialization  
5 of the applicant's certification by the National Board of  
6 Professional Teaching Standards, or in which the applicant  
7 demonstrates professional competence according to the  
8 provisions of ss. 231.15(1) and 231.17(7).

9 Section 3. This act shall take effect July 1, 2000.

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11 HOUSE SUMMARY

12 Requires the Department of Education to award funds to  
13 certain instructional personnel for tuition reimbursement  
14 and salary bonuses. Prohibits funds awarded pursuant to  
15 this act from being included in calculations of  
16 retirement benefits. Requires an appropriation. Revises  
17 requirements for certification and area of specialization  
18 coverage for out-of-state teachers.