

By Representatives Frankel and Richardson

1                                   A bill to be entitled  
2           An act relating to teacher recruitment and  
3           retention; providing a short title; creating s.  
4           110.12305, F.S.; authorizing a district school  
5           board to apply, on behalf of its employees, for  
6           participation in the state group health  
7           insurance program and the state prescription  
8           drug program; providing terms and conditions;  
9           amending s. 121.051, F.S.; correcting a cross  
10          reference; amending s. 121.091, F.S.;  
11          authorizing a district school board to reemploy  
12          a member of its instructional staff after he or  
13          she has been retired for 1 calendar month;  
14          providing requirements for reemployment within  
15          1 calendar month after retirement; amending s.  
16          215.47, F.S.; providing for investment of  
17          Florida Retirement System assets; providing for  
18          reduction in school district contributions to  
19          the Florida Retirement System and use of such  
20          savings for teacher salaries; amending s.  
21          231.096, F.S.; requiring assistance in  
22          accessing resources for teachers teaching  
23          out-of-field; amending s. 231.36, F.S.;  
24          requiring a district school board to accept  
25          prior years of teaching service in certain  
26          circumstances; amending s. 231.625, F.S.;  
27          requiring the Department of Education to  
28          perform specified activities to improve teacher  
29          recruitment and retention; creating s.  
30          236.08108, F.S.; creating the Teacher Salary  
31          Incentive Program to provide funding for

1 improved salaries for instructional personnel;  
2 providing eligibility for salary increases;  
3 amending s. 240.529, F.S., relating to teacher  
4 preparation programs; providing  
5 alternative-route-to-certification programs;  
6 amending s. 445.002, F.S.; providing  
7 definitions with respect to workforce  
8 innovation; amending s. 445.004, F.S.;  
9 authorizing expansion of occupations identified  
10 by the Workforce Estimating Conference to  
11 include public school teachers; providing  
12 effective dates.

13  
14 WHEREAS, the Legislature recognizes that caring and  
15 qualified public school teachers play a critical role in  
16 preparing children and young adults for success in higher  
17 education and in the workplace, and

18 WHEREAS, the Legislature further recognizes that  
19 Florida's average teacher salary is significantly below the  
20 national average, and that the State of Florida will need an  
21 estimated 162,296 teachers over the next ten years to address  
22 the high turnover of new and retiring teachers, and

23 WHEREAS, it is therefore the intent of the Legislature  
24 to provide funding for competitive salaries to help school  
25 districts retain and recruit caring and qualified teachers in  
26 the public schools, and

27 WHEREAS, the Legislature recognizes that by adopting  
28 the recommendation of the Office of Program Policy Analysis  
29 and Government Accountability concerning the Florida  
30 Retirement System investments, the state will experience an  
31

1 increase in annual investment earnings that can be used to  
2 improve teacher salaries, and

3           WHEREAS, the Legislature recognizes that experienced  
4 teachers should be encouraged to remain in the classroom and  
5 should be able to transfer their years of creditable service  
6 for purposes of the Florida Retirement System from one  
7 district to another, and

8           WHEREAS, it is the intent of the Legislature to amend  
9 the Florida Retirement System to ensure that teachers can  
10 return to the classroom one month after retirement and that  
11 all school districts will accept all years of full-time  
12 teaching in determinations of retirement benefits, and

13           WHEREAS, the Legislature recognizes that the cost of  
14 medical care and prescription drugs has risen dramatically,  
15 forcing school districts to increase contributions to health  
16 insurance in lieu of increasing teacher salaries, and

17           WHEREAS, it is the intent of the Legislature to assist  
18 school districts in providing their employees with affordable  
19 health insurance by offering the option to participate in the  
20 state group health insurance program and the prescription drug  
21 program, and

22           WHEREAS, the Legislature recognizes that the state  
23 should encourage and recruit more young adults to become  
24 teachers and that additional support is needed for teachers  
25 who are teaching outside of their area of expertise, and

26           WHEREAS, it is the intent of the Legislature to require  
27 state agencies to pursue opportunities to obtain additional  
28 federal and local funds for the recruitment and retention of  
29 caring and qualified teachers, and

30           WHEREAS, the Legislature recognizes that the state's  
31 current system of teacher education is not sufficient to meet

1 the needs of our growing population and that new programs need  
2 to be created, and

3 WHEREAS, it is the intent of the Legislature to develop  
4 partnerships between institutions of higher education and  
5 public school districts that will produce alternative routes  
6 to teacher certification and will provide the mentoring,  
7 guidance, and technical support that is critical to  
8 successfully recruiting and retaining teachers, NOW,  
9 THEREFORE,

10

11 Be It Enacted by the Legislature of the State of Florida:

12

13 Section 1. This act may be cited as the "911 Emergency  
14 Call for Recruiting and Retaining Teachers in Florida."

15 Section 2. (1) Section 110.12305, Florida Statutes,  
16 is created to read:

17 110.12305 Participation by employees of district  
18 school boards.--

19 (1) A district school board may apply to the  
20 Department of Management Services, on behalf of employees of  
21 the district school board, for participation in the state  
22 group health insurance program provided in s. 110.123 and the  
23 prescription drug program provided in s. 110.12315. The  
24 department shall determine whether the district school board  
25 meets the terms and conditions for enrollment.

26 (2) As a prerequisite to applying for participation in  
27 the state group health insurance plan and the prescription  
28 drug program, a district school board must pass a resolution  
29 ratifying such application to the state group health insurance  
30 program and the prescription drug program.

31

1       (3) If the department determines that a district  
2 school board is eligible to enroll, the district school board  
3 must agree to the following terms and conditions:  
4       (a) The minimum enrollment or contractual period will  
5 be 3 years.  
6       (b) Withdrawal of participation of a district school  
7 board requires written notice 1 year prior to the termination  
8 date.  
9       (c) If coverage is terminated, a district school board  
10 may not reapply for participation for a period of 2 years.  
11       (d) If any employer other than a state employer fails  
12 to make the premium payment required by this chapter, the  
13 Department of Revenue or the Department of Banking and  
14 Finance, shall, upon the request of the Department of  
15 Management Services, deduct the amount owed by the employer  
16 from any funds to be distributed by it to the district school  
17 board. The amounts so deducted shall be transferred to the  
18 department for further distribution to the trust funds in  
19 accordance with this chapter.  
20       (e) The district school board shall furnish the  
21 department such information, in the form and format requested  
22 by the department, which the department considers necessary to  
23 administer the state group health insurance program and the  
24 prescription drug program.  
25       (4) The provisions of ss. 624.436-624.446 relating to  
26 the regulation of multiple-employer welfare arrangements by  
27 the Department of Insurance do not apply to the state group  
28 insurance program or to this section.  
29       (5) The Department of Management Services may adopt  
30 rules, pursuant to ss. 120.536(1) and 120.54, to implement  
31 this section.

1  
2 Any additional costs or savings resulting from the addition of  
3 these entities to the state group health insurance program or  
4 to the prescription drug program shall be passed on to their  
5 participants or their employers.

6 (2) This section shall take effect July 1, 2001, if  
7 the Department of Management Services receives a favorable  
8 letter described in section 1 of chapter 2000-363, Laws of  
9 Florida, before that date.

10 Section 3. Paragraph (a) of subsection (1) of section  
11 121.051, Florida Statutes, is amended to read:

12 121.051 Participation in the system.--

13 (1) COMPULSORY PARTICIPATION.--

14 (a) The provisions of this law shall be compulsory as  
15 to all officers and employees, except elected officers who  
16 meet the requirements of s. 121.052(3), who are employed on or  
17 after December 1, 1970, of an employer other than those  
18 referred to in paragraph (2)(b), and each officer or employee,  
19 as a condition of employment, shall become a member of the  
20 system as of his or her date of employment, except that a  
21 person who is retired from any state retirement system and is  
22 reemployed on or after December 1, 1970, shall not be  
23 permitted to renew his or her membership in any state  
24 retirement system except as provided in s. 121.091(4)(h) for a  
25 person who recovers from disability, and as provided in s.  
26 121.091(9)(b)~~9.8~~ for a person who is elected to public  
27 office, and, effective July 1, 1991, as provided in s. 121.122  
28 for all other retirees. Officers and employees of the  
29 University Athletic Association, Inc., a nonprofit association  
30 connected with the University of Florida, employed on and  
31 after July 1, 1979, shall not participate in any

1 state-supported retirement system. Any person appointed on or  
2 after July 1, 1989, to a faculty position in a college at the  
3 J. Hillis Miller Health Center at the University of Florida or  
4 the Medical Center at the University of South Florida which  
5 has a faculty practice plan provided by rule adopted by the  
6 Board of Regents shall not participate in the Florida  
7 Retirement System. A faculty member so appointed shall  
8 participate in the optional retirement program on the basis of  
9 his or her state-funded compensation, notwithstanding the  
10 provisions of s. 121.35(2)(a).

11 Section 4. Paragraph (b) of subsection (9) of section  
12 121.091, Florida Statutes, is amended to read:

13 121.091 Benefits payable under the system.--Benefits  
14 may not be paid under this section unless the member has  
15 terminated employment as provided in s. 121.021(39)(a) or  
16 begun participation in the Deferred Retirement Option Program  
17 as provided in subsection (13), and a proper application has  
18 been filed in the manner prescribed by the department. The  
19 department may cancel an application for retirement benefits  
20 when the member or beneficiary fails to timely provide the  
21 information and documents required by this chapter and the  
22 department's rules. The department shall adopt rules  
23 establishing procedures for application for retirement  
24 benefits and for the cancellation of such application when the  
25 required information or documents are not received.

26 (9) EMPLOYMENT AFTER RETIREMENT; LIMITATION.--

27 (b)1. Any person who is retired under this chapter,  
28 except under the disability retirement provisions of  
29 subsection (4), may be reemployed by any private or public  
30 employer after retirement and receive retirement benefits and  
31 compensation from his or her employer without any limitations,

1 except that a person, with the exception of a member of the  
2 instructional staff of the public schools,may not receive  
3 both a salary from reemployment with any agency participating  
4 in the Florida Retirement System and retirement benefits under  
5 this chapter for a period of 12 months immediately subsequent  
6 to the date of retirement. However, a DROP participant shall  
7 continue employment and receive a salary during the period of  
8 participation in the Deferred Retirement Option Program, as  
9 provided in subsection (13).

10         2. Any person to whom the limitation in subparagraph  
11 1. applies who violates such reemployment limitation and who  
12 is reemployed with any agency participating in the Florida  
13 Retirement System before completion of the 12-month limitation  
14 period shall give timely notice of this fact in writing to the  
15 employer and to the division and shall have his or her  
16 retirement benefits suspended for the balance of the 12-month  
17 limitation period. Any person employed in violation of this  
18 paragraph and any employing agency which knowingly employs or  
19 appoints such person without notifying the Division of  
20 Retirement to suspend retirement benefits shall be jointly and  
21 severally liable for reimbursement to the retirement trust  
22 fund of any benefits paid during the reemployment limitation  
23 period. To avoid liability, such employing agency shall have  
24 a written statement from the retiree that he or she is not  
25 retired from a state-administered retirement system. Any  
26 retirement benefits received while reemployed during this  
27 reemployment limitation period shall be repaid to the  
28 retirement trust fund, and retirement benefits shall remain  
29 suspended until such repayment has been made. Benefits  
30 suspended beyond the reemployment limitation shall apply  
31



1 toward repayment of benefits received in violation of the  
2 reemployment limitation.

3 3. A district school board may reemploy a retired  
4 member as a substitute or hourly teacher, education  
5 paraprofessional, transportation assistant, bus driver, or  
6 food service worker on a noncontractual basis after he or she  
7 has been retired for 1 calendar month, in accordance with s.  
8 121.021(39). Any retired member who is reemployed within 1  
9 calendar month after retirement shall void his or her  
10 application for retirement benefits. District school boards  
11 reemploying such teachers, education paraprofessionals,  
12 transportation assistants, bus drivers, or food service  
13 workers are subject to the retirement contribution required by  
14 subparagraph 8.7. Reemployment of a retired member as a  
15 substitute or hourly teacher, education paraprofessional,  
16 transportation assistant, bus driver, or food service worker  
17 is limited to 780 hours during the first 12 months of his or  
18 her retirement. Any retired member reemployed for more than  
19 780 hours during his or her first 12 months of retirement  
20 shall give timely notice in writing to the employer and to the  
21 division of the date he or she will exceed the limitation.  
22 The division shall suspend his or her retirement benefits for  
23 the remainder of the first 12 months of retirement. Any  
24 person employed in violation of this subparagraph and any  
25 employing agency which knowingly employs or appoints such  
26 person without notifying the Division of Retirement to suspend  
27 retirement benefits shall be jointly and severally liable for  
28 reimbursement to the retirement trust fund of any benefits  
29 paid during the reemployment limitation period. To avoid  
30 liability, such employing agency shall have a written  
31 statement from the retiree that he or she is not retired from

1 a state-administered retirement system. Any retirement  
2 benefits received by a retired member while reemployed in  
3 excess of 780 hours during the first 12 months of retirement  
4 shall be repaid to the Retirement System Trust Fund, and his  
5 or her retirement benefits shall remain suspended until  
6 repayment is made. Benefits suspended beyond the end of the  
7 retired member's first 12 months of retirement shall apply  
8 toward repayment of benefits received in violation of the  
9 780-hour reemployment limitation.

10 4. A district school board may reemploy a member of  
11 the instructional staff after he or she has been retired for 1  
12 calendar month, in accordance with s. 121.021(39). Any  
13 retired member who is reemployed within 1 calendar month after  
14 retirement shall void his or her application for retirement  
15 benefits. District school boards reemploying such teachers  
16 are subject to the retirement contribution required by  
17 subparagraph 8. Reemployment of a retired member as a teacher  
18 is limited to 78 hours during the first one month of his or  
19 her retirement. Any retired member reemployed for more than  
20 78 hours during his or her first one month of retirement shall  
21 give timely notice in writing to the employer and to the  
22 division of the date he or she will exceed the limitation.  
23 The division shall suspend his or her retirement benefits for  
24 the remainder of the first one month of retirement. Any  
25 person employed in violation of this subparagraph and any  
26 employing agency which knowingly employs or appoints such  
27 person without notifying the Division of Retirement to suspend  
28 retirement benefits shall be jointly and severally liable for  
29 reimbursement to the retirement trust fund of any benefits  
30 paid during the reemployment limitation period. To avoid  
31 liability, such employing agency shall have a written

1 statement from the retiree that he or she is not retired from  
2 a state-administered retirement system. Any retirement  
3 benefits received by a retired member while reemployed in  
4 excess of 78 hours during the first one month of retirement  
5 shall be repaid to the Retirement System Trust Fund, and his  
6 or her retirement benefits shall remain suspended until  
7 repayment is made. Benefits suspended beyond the end of the  
8 retired member's first one month of retirement shall apply  
9 toward repayment of benefits received in violation of the  
10 78-hour reemployment limitation.

11 ~~5.4.~~ A community college board of trustees may  
12 reemploy a retired member as an adjunct instructor, that is,  
13 an instructor who is noncontractual and part-time, or as a  
14 participant in a phased retirement program within the Florida  
15 Community College System, after he or she has been retired for  
16 1 calendar month, in accordance with s. 121.021(39). Any  
17 retired member who is reemployed within 1 calendar month after  
18 retirement shall void his or her application for retirement  
19 benefits. Boards of trustees reemploying such instructors are  
20 subject to the retirement contribution required in  
21 subparagraph ~~8.7.~~ A retired member may be reemployed as an  
22 adjunct instructor for no more than 780 hours during the first  
23 12 months of retirement. Any retired member reemployed for  
24 more than 780 hours during the first 12 months of retirement  
25 shall give timely notice in writing to the employer and to the  
26 division of the date he or she will exceed the limitation.  
27 The division shall suspend his or her retirement benefits for  
28 the remainder of the first 12 months of retirement. Any  
29 person employed in violation of this subparagraph and any  
30 employing agency which knowingly employs or appoints such  
31 person without notifying the Division of Retirement to suspend

1 retirement benefits shall be jointly and severally liable for  
2 reimbursement to the retirement trust fund of any benefits  
3 paid during the reemployment limitation period. To avoid  
4 liability, such employing agency shall have a written  
5 statement from the retiree that he or she is not retired from  
6 a state-administered retirement system. Any retirement  
7 benefits received by a retired member while reemployed in  
8 excess of 780 hours during the first 12 months of retirement  
9 shall be repaid to the Retirement System Trust Fund, and  
10 retirement benefits shall remain suspended until repayment is  
11 made. Benefits suspended beyond the end of the retired  
12 member's first 12 months of retirement shall apply toward  
13 repayment of benefits received in violation of the 780-hour  
14 reemployment limitation.

15 6.5. The State University System may reemploy a  
16 retired member as an adjunct faculty member or as a  
17 participant in a phased retirement program within the State  
18 University System after the retired member has been retired  
19 for 1 calendar month, in accordance with s. 121.021(39). Any  
20 retired member who is reemployed within 1 calendar month after  
21 retirement shall void his or her application for retirement  
22 benefits. The State University System is subject to the  
23 retired contribution required in subparagraph 8.7., as  
24 appropriate. A retired member may be reemployed as an adjunct  
25 faculty member or a participant in a phased retirement program  
26 for no more than 780 hours during the first 12 months of his  
27 or her retirement. Any retired member reemployed for more  
28 than 780 hours during the first 12 months of retirement shall  
29 give timely notice in writing to the employer and to the  
30 division of the date he or she will exceed the limitation.  
31 The division shall suspend his or her retirement benefits for

1 the remainder of the first 12 months of retirement. Any  
2 person employed in violation of this subparagraph and any  
3 employing agency which knowingly employs or appoints such  
4 person without notifying the Division of Retirement to suspend  
5 retirement benefits shall be jointly and severally liable for  
6 reimbursement to the retirement trust fund of any benefits  
7 paid during the reemployment limitation period. To avoid  
8 liability, such employing agency shall have a written  
9 statement from the retiree that he or she is not retired from  
10 a state-administered retirement system. Any retirement  
11 benefits received by a retired member while reemployed in  
12 excess of 780 hours during the first 12 months of retirement  
13 shall be repaid to the Retirement System Trust Fund, and  
14 retirement benefits shall remain suspended until repayment is  
15 made. Benefits suspended beyond the end of the retired  
16 member's first 12 months of retirement shall apply toward  
17 repayment of benefits received in violation of the 780-hour  
18 reemployment limitation.

19 7.6. The Board of Trustees of the Florida School for  
20 the Deaf and the Blind may reemploy a retired member as a  
21 substitute teacher, substitute residential instructor, or  
22 substitute nurse on a noncontractual basis after he or she has  
23 been retired for 1 calendar month, in accordance with s.  
24 121.021(39). Any retired member who is reemployed within 1  
25 calendar month after retirement shall void his or her  
26 application for retirement benefits. The Board of Trustees of  
27 the Florida School for the Deaf and the Blind reemploying such  
28 teachers, residential instructors, or nurses is subject to the  
29 retirement contribution required by subparagraph 8.7.  
30 Reemployment of a retired member as a substitute teacher,  
31 substitute residential instructor, or substitute nurse is

1 limited to 780 hours during the first 12 months of his or her  
2 retirement. Any retired member reemployed for more than 780  
3 hours during the first 12 months of retirement shall give  
4 timely notice in writing to the employer and to the division  
5 of the date he or she will exceed the limitation. The division  
6 shall suspend his or her retirement benefits for the remainder  
7 of the first 12 months of retirement. Any person employed in  
8 violation of this subparagraph and any employing agency which  
9 knowingly employs or appoints such person without notifying  
10 the Division of Retirement to suspend retirement benefits  
11 shall be jointly and severally liable for reimbursement to the  
12 retirement trust fund of any benefits paid during the  
13 reemployment limitation period. To avoid liability, such  
14 employing agency shall have a written statement from the  
15 retiree that he or she is not retired from a  
16 state-administered retirement system. Any retirement benefits  
17 received by a retired member while reemployed in excess of 780  
18 hours during the first 12 months of retirement shall be repaid  
19 to the Retirement System Trust Fund, and his or her retirement  
20 benefits shall remain suspended until payment is made.  
21 Benefits suspended beyond the end of the retired member's  
22 first 12 months of retirement shall apply toward repayment of  
23 benefits received in violation of the 780-hour reemployment  
24 limitation.

25 ~~8.7.~~ The employment by an employer of any retiree or  
26 DROP participant of any state-administered retirement system  
27 shall have no effect on the average final compensation or  
28 years of creditable service of the retiree or DROP  
29 participant. Prior to July 1, 1991, upon employment of any  
30 person, other than an elected officer as provided in s.  
31 121.053, who has been retired under any state-administered

1 retirement program, the employer shall pay retirement  
2 contributions in an amount equal to the unfunded actuarial  
3 liability portion of the employer contribution which would be  
4 required for regular members of the Florida Retirement System.  
5 Effective July 1, 1991, contributions shall be made as  
6 provided in s. 121.122 for retirees with renewed membership or  
7 subsection (13) with respect to DROP participants.

8         ~~9.8.~~ Any person who has previously retired and who is  
9 holding an elective public office or an appointment to an  
10 elective public office eligible for the Elected Officers'  
11 Class on or after July 1, 1990, shall be enrolled in the  
12 Florida Retirement System as provided in s. 121.053(1)(b) or,  
13 if holding an elective public office that does not qualify for  
14 the Elected Officers' Class on or after July 1, 1991, shall be  
15 enrolled in the Florida Retirement System as provided in s.  
16 121.122, and shall continue to receive retirement benefits as  
17 well as compensation for the elected officer's service for as  
18 long as he or she remains in elective office. However, any  
19 retired member who served in an elective office prior to July  
20 1, 1990, suspended his or her retirement benefit, and had his  
21 or her Florida Retirement System membership reinstated shall,  
22 upon retirement from such office, have his or her retirement  
23 benefit recalculated to include the additional service and  
24 compensation earned.

25         ~~10.9.~~ Any person who is holding an elective public  
26 office which is covered by the Florida Retirement System and  
27 who is concurrently employed in nonelected covered employment  
28 may elect to retire while continuing employment in the  
29 elective public office, provided that he or she shall be  
30 required to terminate his or her nonelected covered  
31 employment. Any person who exercises this election shall

1 receive his or her retirement benefits in addition to the  
2 compensation of the elective office without regard to the time  
3 limitations otherwise provided in this subsection. No person  
4 who seeks to exercise the provisions of this subparagraph, as  
5 the same existed prior to May 3, 1984, shall be deemed to be  
6 retired under those provisions, unless such person is eligible  
7 to retire under the provisions of this subparagraph, as  
8 amended by chapter 84-11, Laws of Florida.

9 ~~11.10.~~ The limitations of this paragraph apply to  
10 reemployment in any capacity with an "employer" as defined in  
11 s. 121.021(10), irrespective of the category of funds from  
12 which the person is compensated.

13 ~~12.11.~~ From July 1, 1997, through December 31, 1998,  
14 notwithstanding the limitations of this subsection, except  
15 that any retiree who is reemployed within 1 calendar month  
16 after retirement shall void his or her application for  
17 retirement benefits, any retiree of the Florida Retirement  
18 System may be reemployed by a covered employer during the 2nd  
19 through 12th months of the reemployment limitation period  
20 without suspending his or her retirement benefits, provided  
21 that the reemployment is for the sole purpose of working on  
22 the technical aspects of correcting or replacing the computer  
23 systems and programs necessary to resolve the year 2000 date  
24 problem for computing which confronts all public employers  
25 covered by the Florida Retirement System.

26 Section 5. Subsections (17) and (18) are added to  
27 section 215.47, Florida Statutes, to read:

28 215.47 Investments; authorized securities; loan of  
29 securities.--Subject to the limitations and conditions of the  
30 State Constitution or of the trust agreement relating to a  
31



1 trust fund, moneys available for investments under ss.  
2 215.44-215.53 may be invested as follows:

3 (17) In order to effect the reduction in contributions  
4 provided in subsection (18), the State Board of Administration  
5 is directed to invest no less than 80 percent of the domestic  
6 equity assets of the Florida Retirement System through passive  
7 management, as recommended by the Office of Program Policy  
8 Analysis and Government Accountability.

9 (18) Notwithstanding the provisions of s. 121.071 or  
10 any other law to the contrary, the required school district  
11 contributions to the Florida Retirement System shall be  
12 reduced, in the aggregate, by \$200 million annually, which  
13 shall be prorated among the school districts. Such savings  
14 shall be reallocated for instructional personnel salaries  
15 according to the Teacher Salary Improvement Program pursuant  
16 to s. 236.08108.

17 Section 6. Section 231.096, Florida Statutes, is  
18 amended to read:

19 231.096 Teacher teaching out-of-field;  
20 assistance.--Each district school board shall adopt and  
21 implement a plan to assist any teacher teaching out-of-field,  
22 and priority consideration in professional development  
23 activities shall be given to teachers who are teaching  
24 out-of-field. The district school board shall require that  
25 such teachers participate in a certification or staff  
26 development program designed to provide the teacher with the  
27 competencies required for the assigned duties. The  
28 board-approved assistance plan must include duties of  
29 administrative personnel and other instructional personnel to  
30 provide students with high-quality instructional services.  
31 Each district school board shall contact its regional

1 workforce board, created pursuant to s. 445.007, to identify  
2 and access resources that may assist teachers who are teaching  
3 out-of-field and who are pursuing certification.

4 Section 7. Subsection (9) is added to section 231.36,  
5 Florida Statutes, to read:

6 231.36 Contracts with instructional staff,  
7 supervisors, and principals.--

8 (9) Each district school board, subject to any  
9 applicable collective bargaining requirements, shall recognize  
10 and accept all prior years of full-time teaching service as  
11 recorded in the Florida Retirement System for each year a  
12 transferring teacher has a satisfactory performance evaluation  
13 in another public school district within the state.

14 Section 8. Paragraphs (l), (m), and (n) are added to  
15 subsection (2) of section 231.625, Florida Statutes, to read:

16 231.625 Teacher recruitment and retention.--

17 (2) The Department of Education shall:

18 (l) Conduct quarterly communications with Workforce  
19 Florida, Inc., and regional workforce boards, created pursuant  
20 to ss. 445.004 and 445.007, respectively, to access available  
21 federal, state, and local resources to improve teacher  
22 recruitment and retention.

23 (m) Seek waivers or reductions in matching  
24 contributions that may be required of district school boards  
25 to access workforce funding.

26 (n) Seek additional funding for instructional aides  
27 who want to become certified teachers, for teachers who are  
28 teaching out-of-field to become certified in the subject area  
29 in which they are teaching, and for expansion of the Florida  
30 Future Educator of America Program.

31

1           Section 9. Section 236.08108, Florida Statutes, is  
2 created to read:

3           236.08108 Teacher Salary Improvement Program.--

4           (1) The Teacher Salary Improvement Program is created  
5 to provide funding for improved salaries for instructional  
6 personnel, as defined in s. 228.041, in the K-12 public school  
7 system. For purposes of this section, the Florida School for  
8 the Deaf and the Blind shall be considered a school district.

9           (2) From funds appropriated to the Department of  
10 Education as a result of the increase in investment earnings  
11 and the reduction in the employer contribution to the Florida  
12 Retirement System pursuant to s. 215.47(17) and (18), each  
13 school district shall increase the salary of each member of  
14 instructional personnel eligible pursuant to this section.

15           (a) Each member of instructional personnel who  
16 received a satisfactory performance review, pursuant to s.  
17 231.29, during the previous school year, and with whom the  
18 school district has entered into a professional services  
19 contract during the current school year, shall be eligible to  
20 receive a salary increase pursuant to this section.

21           (b) A school district may establish additional  
22 criteria in order to award funds allocated to the district for  
23 purposes of this section.

24           (2) The Department of Education shall provide  
25 technical assistance to any school district that requests  
26 guidance regarding the implementation of this section.

27           (3) The Department of Education may adopt rules,  
28 pursuant to ss. 120.536(1) and 120.54, to implement the  
29 provisions of this section.

30  
31

1           Section 10. Subsection (10) of section 240.529,  
2 Florida Statutes, is renumbered as subsection (11), and a new  
3 subsection (10) is added to said section to read:

4           240.529 Public accountability and state approval for  
5 teacher preparation programs.--

6           (10) ALTERNATIVE ROUTES TO CERTIFICATION.--Public and  
7 independent institutions of higher education and technical  
8 institutes are encouraged to develop partnerships with local  
9 public schools to develop alternative routes to teacher  
10 certification.

11           (a) An "alternative route to certification" may be  
12 defined as, but is not limited to, the following:

13           1. A program for college graduates who enroll in an  
14 accelerated teacher certification program offering classes  
15 during weekends, evenings, half-days, alternate days of the  
16 week, school breaks, or other alternative schedule while  
17 employed part-time in a public school as an instructional  
18 paraprofessional or, if qualified, as a classroom teacher with  
19 a temporary certificate. After completing the certification  
20 program, participants have the option of pursuing a master's  
21 degree in educational leadership.

22           2. A program for current public school employees who  
23 have attended at least 2 years of college, are motivated to  
24 become teachers, and are willing to attend an accelerated  
25 special education program that compacts 2 years of college  
26 education and an internship into 1 calendar year. Such  
27 employees shall continue to receive their current salary, but  
28 may not work in the school while enrolled full-time as a  
29 college student in the accelerated program. Participants are  
30 responsible for tuition and books and shall agree to teach in  
31

1 the public school system as a special education teacher for 1  
2 school year.

3 3. A tuition-free program that provides convenient  
4 recertification and English for Speakers of Other Languages  
5 programs at locations in close proximity to or on public  
6 school campuses using combined federal, state, and local  
7 sources of funding.

8 (b) Each alternative-route-to-certification program  
9 shall include a followup provision to provide mentoring,  
10 technical assistance, and support to new teachers for their  
11 first 2 years of teaching in a Florida public school.

12 (c) Collaborative program plans proposing alternative  
13 routes to certification shall be reviewed by the Department of  
14 Education to help correct any deficiencies prior to seeking  
15 initial state program approval pursuant to subsection (3).

16 (d) Prospective partners are encouraged to pursue  
17 federal partnership grants and other grants for teacher  
18 quality programs through the Department of Education Title II  
19 Teaching Quality Collaborative Members.

20 Section 11. Section 445.002, Florida Statutes, is  
21 amended to read:

22 445.002 Definitions.--As used in this chapter, the  
23 term:

24 (1) "Agency" means the Agency for Workforce  
25 Innovation.

26 (2) "Businesses," when used in reference to the  
27 Incumbent Worker Training Program, includes public school  
28 districts.

29 (3) "Dislocated workers" may include state employees  
30 whose state position is cut and who are interested in becoming  
31 public school teachers.

1           ~~(4)(2)~~ "Services and one-time payments" or "services,"  
2 when used in reference to individuals who are not receiving  
3 temporary cash assistance, means nonrecurrent, short-term  
4 benefits designed to deal with a specific crisis situation or  
5 episode of need and other services; work subsidies; supportive  
6 services such as child care and transportation; services such  
7 as counseling, case management, peer support, and child care  
8 information and referral; transitional services, job  
9 retention, job advancement, and other employment-related  
10 services; nonmedical treatment for substance abuse or mental  
11 health problems; teen pregnancy prevention; two-parent family  
12 support, including noncustodial parent employment;  
13 court-ordered supervised visitation, and responsible  
14 fatherhood services; and any other services that are  
15 reasonably calculated to further the purposes of the welfare  
16 transition program. Such terms do not include assistance as  
17 defined in federal regulations at 45 C.F.R. s. 260.31(a).

18           ~~(5)(3)~~ "Welfare transition services" means those  
19 workforce services provided to current or former recipients of  
20 temporary cash assistance under chapter 414.

21           Section 12. Paragraph (g) of subsection (6) of section  
22 445.004, Florida Statutes, is amended to read:

23           445.004 Workforce Florida, Inc.; creation; purpose;  
24 membership; duties and powers.--

25           (6) Workforce Florida, Inc., may take action that it  
26 deems necessary to achieve the purposes of this section,  
27 including, but not limited to:

28           (g) Expanding the occupations identified by the  
29 Workforce Estimating Conference to include public school K-12  
30 teachers and to meet needs created by local emergencies or  
31

1 plant closings or to capture occupations within emerging  
2 industries.

3 Section 13. Except as otherwise provide herein, this  
4 act shall take effect July 1, 2001.

5  
6 \*\*\*\*\*

7 HOUSE SUMMARY

8 Authorizes a district school board to apply, on behalf of  
9 its employees, for participation in the state group  
10 health insurance program and the state prescription drug  
11 program. Authorizes a district school board to reemploy a  
12 member of its instructional staff after he or she has  
13 been retired for 1 calendar month and provides  
14 requirements for reemployment within 1 calendar month  
15 after retirement. In order to effect a reduction in  
16 school district contributions to the Florida Retirement  
17 System, provides for investment of Florida Retirement  
18 System assets. Provides for use of such savings for  
19 teacher salaries. Requires assistance in accessing  
20 resources for teachers teaching out-of-field. Requires a  
21 district school board to accept prior years of teaching  
22 service in certain circumstances. Requires the Department  
23 of Education to perform specified activities to improve  
24 teacher recruitment and retention. Creates the Teacher  
25 Salary Incentive Program to provide funding for improved  
26 salaries for instructional personnel. Provides  
27 eligibility for salary increases. Provides  
28 alternative-route-to-certification programs. Provides  
29 definitions with respect to workforce innovation.  
30 Authorizes expansion of occupations identified by the  
31 Workforce Estimating Conference to include public school  
teachers.