

By Senator Sullivan

22-1230-01

See HB

1 A bill to be entitled
2 An act relating to teacher quality; amending s.
3 121.091, F.S.; revising provisions relating to
4 the reemployment of retired members of the
5 Florida Retirement System as school district
6 personnel; amending s. 228.041, F.S.; revising
7 the definition of "other instructional staff"
8 to include adjunct educators; amending s.
9 230.23, F.S.; prohibiting a district school
10 board from assigning any instructional
11 personnel to a school unless the principal of
12 that school approves the assignment; deleting
13 provisions relating to salary supplements
14 provided to teachers selected to teach at
15 certain low-performing schools; amending s.
16 230.33, F.S.; prohibiting a superintendent of
17 schools from recommending the assignment of any
18 instructional personnel to a school unless the
19 principal of that school approves the
20 assignment; amending s. 231.17, F.S.;
21 authorizing the use of an approved alternative
22 certification program by a district other than
23 that which developed the program, upon
24 notification to the department and approval of
25 any modifications; creating s. 231.1726, F.S.;
26 providing for certification of adjunct
27 educators; amending s. 231.262, F.S.; requiring
28 each district school board to develop policies
29 and procedures relating to the reporting of
30 complaints against teachers; charging the
31 superintendent of schools with knowledge of

1 such policies and procedures; stating that a
2 superintendent is presumed to have knowledge of
3 each legally sufficient complaint; authorizing
4 the withholding of discretionary funds from a
5 school district, and the imposition and
6 collection of fines against a school district
7 and superintendent, for noncompliance;
8 authorizing the temporary suspension of a
9 teaching certificate pending the completion of
10 proceedings in order to protect the health,
11 safety, and welfare of students; conforming
12 cross-references; amending s. 231.36, F.S.;
13 including adjunct educators in provisions
14 relating to contracts with instructional staff;
15 requiring a school board, subject to applicable
16 collective bargaining requirements, to
17 recognize and accept years of satisfactory
18 performance for purposes of pay and retirement;
19 amending s. 231.625, F.S.; requiring the
20 Department of Education to develop and
21 implement a system for posting teaching
22 vacancies, establish a database of teacher
23 applicants, develop a long-range plan for
24 educator recruitment and retention, and
25 identify best practices for retaining
26 high-quality teachers; deleting the requirement
27 that the department develop standardized
28 resumes for teacher applicant data and review
29 and recommend to the Legislature and school
30 districts incentives for attracting teachers to
31 Florida; creating s. 231.675, F.S.;

1 establishing the advanced placement instruction
2 bonus program; specifying amounts of bonuses;
3 limiting the amount awarded to a teacher
4 annually; providing an appropriation; amending
5 s. 231.700, F.S.; revising the Florida Mentor
6 Teacher School Pilot Program to conform
7 terminology; clarifying requirements for mentor
8 teachers; repealing s. 236.081(1)(k) and (m),
9 F.S., relating to calculations of additional
10 full-time equivalent membership based on
11 international baccalaureate examination scores
12 of students and based on college board advanced
13 placement scores of students; amending s.
14 236.08106, F.S.; clarifying requirements
15 relating to the amount of required mentoring or
16 related services for receipt of an Excellent
17 Teaching Program bonus; amending s. 231.261,
18 F.S.; conforming a cross-reference; amending
19 ss. 230.2305, 231.045, 231.1725, 231.36,
20 231.471, 232.435, F.S., relating to standards
21 for staff of prekindergarten early intervention
22 programs; periodic criminal history record
23 checks; employment of substitute teachers,
24 teachers of adult education, nondegreed
25 teachers of career education, and career
26 specialists; professional service contracts;
27 part-time teachers; and athletic trainers,
28 respectively; revising provisions to include
29 adjunct educators; providing an effective date.

30
31 Be It Enacted by the Legislature of the State of Florida:

1 Section 1. Paragraph (b) of subsection (9) of section
2 121.091, Florida Statutes, is amended to read:

3 121.091 Benefits payable under the system.--Benefits
4 may not be paid under this section unless the member has
5 terminated employment as provided in s. 121.021(39)(a) or
6 begun participation in the Deferred Retirement Option Program
7 as provided in subsection (13), and a proper application has
8 been filed in the manner prescribed by the department. The
9 department may cancel an application for retirement benefits
10 when the member or beneficiary fails to timely provide the
11 information and documents required by this chapter and the
12 department's rules. The department shall adopt rules
13 establishing procedures for application for retirement
14 benefits and for the cancellation of such application when the
15 required information or documents are not received.

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

17 (b)1. Any person who is retired under this chapter,
18 except under the disability retirement provisions of
19 subsection (4), may be reemployed by any private or public
20 employer after retirement and receive retirement benefits and
21 compensation from his or her employer without any limitations,
22 except that a person, with the exception of school district
23 instructional personnel, as defined by s. 228.041(9)(a)-(d)
24 and administrative personnel as defined by s. 228.041(10) who
25 shall be reemployed pursuant to subparagraph 3., may not
26 receive both a salary from reemployment with any agency
27 participating in the Florida Retirement System and retirement
28 benefits under this chapter for a period of 12 months
29 immediately subsequent to the date of retirement. However, a
30 DROP participant shall continue employment and receive a
31

1 salary during the period of participation in the Deferred
2 Retirement Option Program, as provided in subsection (13).

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

26 3.a. A district school board may reemploy a retired
27 member who was not previously employed as part of full-time
28 instructional personnel as defined by s. 228.041(9)(a)-(d) or
29 full-time administrative personnel as defined in s.
30 228.041(10)as a substitute or hourly teacher, education
31 paraprofessional, transportation assistant, bus driver, or

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

1 repaid to the Retirement System Trust Fund, and his or her
2 retirement benefits shall remain suspended until repayment is
3 made. Benefits suspended beyond the end of the retired
4 member's first 12 months of retirement shall apply toward
5 repayment of benefits received in violation of the 780-hour
6 reemployment limitation.

7 b. A district school board may reemploy a retired
8 member who was previously employed as part of full-time
9 instructional personnel as defined by s. 228.041(9)(a)-(d) or
10 full-time administrative personnel as defined by s.
11 228.041(10) as part of part-time or full-time instructional
12 personnel as defined by s. 228.041(9)(a)-(d) or part-time or
13 full-time administrative personnel as defined by s.
14 228.041(10) after he or she has been retired for 1 calendar
15 month, in accordance with s. 121.021(39). Any retired member
16 who is reemployed pursuant to this sub-subparagraph within 1
17 calendar month after retirement shall void his or her
18 application for retirement benefits. District school boards
19 reemploying such instructional or administrative personnel are
20 subject to the retirement contribution required by
21 subparagraph 7.

22 4. A community college board of trustees may reemploy
23 a retired member as an adjunct instructor, that is, an
24 instructor who is noncontractual and part-time, or as a
25 participant in a phased retirement program within the Florida
26 Community College System, after he or she has been retired for
27 1 calendar month, in accordance with s. 121.021(39). Any
28 retired member who is reemployed within 1 calendar month after
29 retirement shall void his or her application for retirement
30 benefits. Boards of trustees reemploying such instructors are
31 subject to the retirement contribution required in

1 subparagraph 7. A retired member may be reemployed as an
2 adjunct instructor for no more than 780 hours during the first
3 12 months of retirement. Any retired member reemployed for
4 more than 780 hours during the first 12 months of retirement
5 shall give timely notice in writing to the employer and to the
6 division of the date he or she will exceed the limitation.
7 The division shall suspend his or her retirement benefits for
8 the remainder of the first 12 months of retirement. Any
9 person employed in violation of this subparagraph and any
10 employing agency which knowingly employs or appoints such
11 person without notifying the Division of Retirement to suspend
12 retirement benefits shall be jointly and severally liable for
13 reimbursement to the retirement trust fund of any benefits
14 paid during the reemployment limitation period. To avoid
15 liability, such employing agency shall have a written
16 statement from the retiree that he or she is not retired from
17 a state-administered retirement system. Any retirement
18 benefits received by a retired member while reemployed in
19 excess of 780 hours during the first 12 months of retirement
20 shall be repaid to the Retirement System Trust Fund, and
21 retirement benefits shall remain suspended until repayment is
22 made. Benefits suspended beyond the end of the retired
23 member's first 12 months of retirement shall apply toward
24 repayment of benefits received in violation of the 780-hour
25 reemployment limitation.

26 5. The State University System may reemploy a retired
27 member as an adjunct faculty member or as a participant in a
28 phased retirement program within the State University System
29 after the retired member has been retired for 1 calendar
30 month, in accordance with s. 121.021(39). Any retired member
31 who is reemployed within 1 calendar month after retirement

1 shall void his or her application for retirement benefits.
2 The State University System is subject to the retired
3 contribution required in subparagraph 7., as appropriate. A
4 retired member may be reemployed as an adjunct faculty member
5 or a participant in a phased retirement program for no more
6 than 780 hours during the first 12 months of his or her
7 retirement. Any retired member reemployed for more than 780
8 hours during the first 12 months of retirement shall give
9 timely notice in writing to the employer and to the division
10 of the date he or she will exceed the limitation. The
11 division shall suspend his or her retirement benefits for the
12 remainder of the first 12 months of retirement. Any person
13 employed in violation of this subparagraph and any employing
14 agency which knowingly employs or appoints such person without
15 notifying the Division of Retirement to suspend retirement
16 benefits shall be jointly and severally liable for
17 reimbursement to the retirement trust fund of any benefits
18 paid during the reemployment limitation period. To avoid
19 liability, such employing agency shall have a written
20 statement from the retiree that he or she is not retired from
21 a state-administered retirement system. Any retirement
22 benefits received by a retired member while reemployed in
23 excess of 780 hours during the first 12 months of retirement
24 shall be repaid to the Retirement System Trust Fund, and
25 retirement benefits shall remain suspended until repayment is
26 made. Benefits suspended beyond the end of the retired
27 member's first 12 months of retirement shall apply toward
28 repayment of benefits received in violation of the 780-hour
29 reemployment limitation.

30 6. The Board of Trustees of the Florida School for the
31 Deaf and the Blind may reemploy a retired member as a

1 substitute teacher, substitute residential instructor, or
2 substitute nurse on a noncontractual basis after he or she has
3 been retired for 1 calendar month, in accordance with s.
4 121.021(39). Any retired member who is reemployed within 1
5 calendar month after retirement shall void his or her
6 application for retirement benefits. The Board of Trustees of
7 the Florida School for the Deaf and the Blind reemploying such
8 teachers, residential instructors, or nurses is subject to the
9 retirement contribution required by subparagraph 7.
10 Reemployment of a retired member as a substitute teacher,
11 substitute residential instructor, or substitute nurse is
12 limited to 780 hours during the first 12 months of his or her
13 retirement. Any retired member reemployed for more than 780
14 hours during the first 12 months of retirement shall give
15 timely notice in writing to the employer and to the division
16 of the date he or she will exceed the limitation. The division
17 shall suspend his or her retirement benefits for the remainder
18 of the first 12 months of retirement. Any person employed in
19 violation of this subparagraph and any employing agency which
20 knowingly employs or appoints such person without notifying
21 the Division of Retirement to suspend retirement benefits
22 shall be jointly and severally liable for reimbursement to the
23 retirement trust fund of any benefits paid during the
24 reemployment limitation period. To avoid liability, such
25 employing agency shall have a written statement from the
26 retiree that he or she is not retired from a
27 state-administered retirement system. Any retirement benefits
28 received by a retired member while reemployed in excess of 780
29 hours during the first 12 months of retirement shall be repaid
30 to the Retirement System Trust Fund, and his or her retirement
31 benefits shall remain suspended until payment is made.

1 Benefits suspended beyond the end of the retired member's
2 first 12 months of retirement shall apply toward repayment of
3 benefits received in violation of the 780-hour reemployment
4 limitation.

5 7. The employment by an employer of any retiree or
6 DROP participant of any state-administered retirement system
7 shall have no effect on the average final compensation or
8 years of creditable service of the retiree or DROP
9 participant. Prior to July 1, 1991, upon employment of any
10 person, other than an elected officer as provided in s.
11 121.053, who has been retired under any state-administered
12 retirement program, the employer shall pay retirement
13 contributions in an amount equal to the unfunded actuarial
14 liability portion of the employer contribution which would be
15 required for regular members of the Florida Retirement System.
16 Effective July 1, 1991, contributions shall be made as
17 provided in s. 121.122 for retirees with renewed membership or
18 subsection (13) with respect to DROP participants.

19 8. Any person who has previously retired and who is
20 holding an elective public office or an appointment to an
21 elective public office eligible for the Elected Officers'
22 Class on or after July 1, 1990, shall be enrolled in the
23 Florida Retirement System as provided in s. 121.053(1)(b) or,
24 if holding an elective public office that does not qualify for
25 the Elected Officers' Class on or after July 1, 1991, shall be
26 enrolled in the Florida Retirement System as provided in s.
27 121.122, and shall continue to receive retirement benefits as
28 well as compensation for the elected officer's service for as
29 long as he or she remains in elective office. However, any
30 retired member who served in an elective office prior to July
31 1, 1990, suspended his or her retirement benefit, and had his

1 or her Florida Retirement System membership reinstated shall,
2 upon retirement from such office, have his or her retirement
3 benefit recalculated to include the additional service and
4 compensation earned.

5 9. Any person who is holding an elective public office
6 which is covered by the Florida Retirement System and who is
7 concurrently employed in nonelected covered employment may
8 elect to retire while continuing employment in the elective
9 public office, provided that he or she shall be required to
10 terminate his or her nonelected covered employment. Any
11 person who exercises this election shall receive his or her
12 retirement benefits in addition to the compensation of the
13 elective office without regard to the time limitations
14 otherwise provided in this subsection. No person who seeks to
15 exercise the provisions of this subparagraph, as the same
16 existed prior to May 3, 1984, shall be deemed to be retired
17 under those provisions, unless such person is eligible to
18 retire under the provisions of this subparagraph, as amended
19 by chapter 84-11, Laws of Florida.

20 10. The limitations of this paragraph apply to
21 reemployment in any capacity with an "employer" as defined in
22 s. 121.021(10), irrespective of the category of funds from
23 which the person is compensated.

24 11. From July 1, 1997, through December 31, 1998,
25 notwithstanding the limitations of this subsection, except
26 that any retiree who is reemployed within 1 calendar month
27 after retirement shall void his or her application for
28 retirement benefits, any retiree of the Florida Retirement
29 System may be reemployed by a covered employer during the 2nd
30 through 12th months of the reemployment limitation period
31 without suspending his or her retirement benefits, provided

1 that the reemployment is for the sole purpose of working on
2 the technical aspects of correcting or replacing the computer
3 systems and programs necessary to resolve the year 2000 date
4 problem for computing which confronts all public employers
5 covered by the Florida Retirement System.

6 Section 2. Paragraph (d) of subsection (9) of section
7 228.041, Florida Statutes, is amended to read:

8 228.041 Definitions.--Specific definitions shall be as
9 follows, and wherever such defined words or terms are used in
10 the Florida School Code, they shall be used as follows:

11 (9) INSTRUCTIONAL PERSONNEL.--"Instructional
12 personnel" means any staff member whose function includes the
13 provision of direct instructional services to students.

14 Instructional personnel also includes personnel whose
15 functions provide direct support in the learning process of
16 students. Included in the classification of instructional
17 personnel are:

18 (d) Other instructional staff.--Other instructional
19 staff are staff members who are part of the instructional
20 staff but are not classified in one of the categories
21 specified in paragraphs (a)-(c). Included in this
22 classification are primary specialists, learning resource
23 specialists, instructional trainers, adjunct educators
24 certified pursuant to s. 231.1726, and similar positions.

25 Section 3. Paragraph (a) of subsection (5) and
26 paragraph (c) of subsection (16) of section 230.23, Florida
27 Statutes, are amended to read:

28 230.23 Powers and duties of school board.--The school
29 board, acting as a board, shall exercise all powers and
30 perform all duties listed below:

31

1 (5) PERSONNEL.--Designate positions to be filled,
2 prescribe qualifications for those positions, and provide for
3 the appointment, compensation, promotion, suspension, and
4 dismissal of employees as follows, subject to the requirements
5 of chapter 231:

6 (a) Positions, qualifications, and appointments.--Act
7 upon written recommendations submitted by the superintendent
8 of schools for positions to be filled and for minimum
9 qualifications for personnel for the various positions and act
10 upon written nominations of persons to fill such positions.
11 The superintendent of schools' recommendations for filling
12 institutional positions at the school level must consider
13 nominations received from school principals of the respective
14 schools. The district school board shall not assign any
15 instructional personnel to a school unless the principal of
16 that school approves the assignment.The district school board
17 may reject for good cause any employee nominated. If the third
18 nomination by the superintendent of schools for any position
19 is rejected for good cause, if the superintendent of schools
20 fails to submit a nomination for initial employment within a
21 reasonable time as prescribed by the district school board, or
22 if the superintendent of schools fails to submit a nomination
23 for reemployment within the time prescribed by law, the
24 district school board may proceed on its own motion to fill
25 such position. The district school board's decision to reject
26 a person's nomination does not give that person a right of
27 action to sue over the rejection and may not be used as a
28 cause of action by the nominated employee.

29 (16) IMPLEMENT SCHOOL IMPROVEMENT AND
30 ACCOUNTABILITY.--Maintain a system of school improvement and
31 education accountability as provided by statute and State

1 Board of Education rule. This system of school improvement and
2 education accountability shall be consistent with, and
3 implemented through, the district's continuing system of
4 planning and budgeting required by this section and ss.
5 229.555 and 237.041. This system of school improvement and
6 education accountability shall include, but is not limited to,
7 the following:

8 (c) Assistance and intervention.--

9 1. Develop a 2-year plan of increasing individualized
10 assistance and intervention for each school in danger of not
11 meeting state standards or making adequate progress, as
12 defined pursuant to statute and State Board of Education rule,
13 toward meeting the goals and standards of its approved school
14 improvement plan.

15 2. A school that is identified as being in performance
16 grade category "D" pursuant to s. 229.57 is in danger of
17 failing and must be provided assistance and intervention.

18 ~~3.a.~~ Each district school board shall develop a plan
19 to encourage teachers with demonstrated mastery in improving
20 student performance to remain at or transfer to a school
21 designated as performance grade category "D" or "F" or to an
22 alternative school that serves disruptive or violent youths.
23 If a classroom teacher, as defined by s. 228.041(9)(a), who
24 meets the definition of teaching mastery developed according
25 to the provisions of this paragraph, requests assignment to a
26 school designated as performance grade category "D" or "F" or
27 to an alternative school that serves disruptive or violent
28 youths, the district school board shall make every practical
29 effort to grant the request.

30 ~~b.~~ For initial implementation in 2000-2001 and until
31 full implementation of an annual assessment of learning gains,

1 ~~a classroom teacher who is selected by the school principal~~
2 ~~based on his or her performance appraisal and student~~
3 ~~achievement data to teach at a school designated as~~
4 ~~performance grade category "D" or "F" or at an alternative~~
5 ~~that serves disruptive or violent youths shall receive a~~
6 ~~supplement of at least \$1,000, not to exceed \$3,500, as~~
7 ~~provided for annually in the General Appropriations Act, each~~
8 ~~year he or she teaches at a school designated as performance~~
9 ~~grade category "D" or "F" or at an alternative school that~~
10 ~~serves disruptive or violent youths.~~

11 ~~c. Beginning with the full implementation of an annual~~
12 ~~assessment of learning gains, a classroom teacher whose~~
13 ~~effectiveness has been proven based upon positive learning~~
14 ~~gains of his or her students as measured by annual FCAT~~
15 ~~assessments pursuant to s. 229.57, is eligible for an annual~~
16 ~~supplement of at least \$1,000, not to exceed \$3,500, as~~
17 ~~provided for annually in the General Appropriations Act, each~~
18 ~~year he or she teaches at a school designated as performance~~
19 ~~grade category "D" or "F" or at an alternative school that~~
20 ~~serves disruptive or violent youths.~~

21 ~~d. In the absence of an FCAT assessment, measurement~~
22 ~~of learning gains of students shall be as provided in s.~~
23 ~~229.57(12). The supplement received under this paragraph shall~~
24 ~~be in addition to any supplement or bonus received as a result~~
25 ~~of other local or state pay incentives based on performance.~~

26 ~~e. The Commissioner of Education shall adopt rules to~~
27 ~~determine the measures that define "teaching mastery" for~~
28 ~~purposes of this subparagraph.~~

29 ~~4. District school boards are encouraged to prioritize~~
30 ~~the expenditures of funds received from the supplemental~~
31 ~~academic instruction categorical fund under s. 236.08104 to~~

1 improve student performance in schools that receive a
2 performance grade category designation of "D" or "F."

3 Section 4. Paragraph (a) of subsection (7) of section
4 230.33, Florida Statutes, is amended to read:

5 230.33 Duties and responsibilities of superintendent
6 of schools.--The superintendent of schools shall exercise all
7 powers and perform all duties listed below and elsewhere in
8 the law; provided, that in so doing he or she shall advise and
9 counsel with the district school board. The superintendent of
10 schools shall perform all tasks necessary to make sound
11 recommendations, nominations, proposals, and reports required
12 by law to be acted upon by the district school board. All
13 such recommendations, nominations, proposals, and reports by
14 the superintendent of schools shall be either recorded in the
15 minutes or shall be made in writing, noted in the minutes, and
16 filed in the public records of the district school board. It
17 shall be presumed that, in the absence of the record required
18 in this paragraph, the recommendations, nominations, and
19 proposals required of the superintendent of schools were not
20 contrary to the action taken by the district school board in
21 such matters.

22 (7) PERSONNEL.--Be responsible, as required herein,
23 for directing the work of the personnel, subject to the
24 requirements of chapter 231, and in addition the
25 superintendent of schools shall have the following duties:

26 (a) Positions, qualifications, and
27 nominations.--Recommend to the district school board duties
28 and responsibilities which need to be performed and positions
29 which need to be filled to make possible the development of an
30 adequate school program in the district; recommend minimum
31 qualifications of personnel for these various positions; and

1 nominate in writing persons to fill such positions. The
2 nominations of persons to fill instructional positions at each
3 of the district's schools must consider recommendations
4 received from principals of the respective schools. The
5 superintendent of schools shall not recommend the assignment
6 of any instructional personnel to a school unless the
7 principal of that school approves the assignment.

8 Section 5. Paragraph (b) of subsection (7) of section
9 231.17, Florida Statutes, is amended to read:

10 231.17 Teacher certification requirements.--

11 (7) PROFESSIONAL PREPARATION AND EDUCATION COMPETENCY
12 PROGRAM.--

13 (b) Until July 1, 2002, each school district may use
14 ~~develop and maintain~~ an alternative certification program by
15 which members of the district's instructional staff may
16 satisfy the professional education course requirements
17 specified in rules of the state board for issuance of a
18 professional certificate. The state board must adopt, by rule,
19 standards and guidelines for the approval of alternative
20 certification programs. Any program approved for use in a
21 school district may be adopted and implemented by a school
22 district other than that which developed the program. A
23 district school board choosing to adopt an alternative
24 certification program approved for another school district
25 shall provide written notification of such action to the
26 department. However, any modifications to an approved program
27 shall be submitted to the department for approval.Each
28 approved program must include methods for identifying each
29 applicant's entry-level teaching competencies and must require
30 each applicant to:

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1 1. Have expertise in the subject and meet requirements
2 for specialization in a subject area for which a professional
3 certificate may be issued under this chapter and rules of the
4 state board.

5 2. Complete training in only those competency areas in
6 which deficiencies are identified.

7 3. Complete the program within 2 years after initial
8 employment as a member of the district's instructional staff.

9 4. Achieve passing scores on the professional
10 education competency examination required by state board rule.

11
12 Each district school board may expend educational training
13 funds provided under ss. 231.600 and 236.081 to implement the
14 provisions of this paragraph. The department must approve
15 programs and systems developed to demonstrate professional
16 preparation and education competence authorized by this
17 paragraph.

18 Section 6. Section 231.1726, Florida Statutes, is
19 created to read:

20 231.1726 Certification of adjunct educators.--

21 (1) Notwithstanding ss. 231.02, 231.15, and 231.17, or
22 any other provision of law or rule to the contrary, district
23 school boards may issue an adjunct teaching certificate to any
24 applicant who fulfills the requirements of s.

25 231.17(2)(a)-(f). District school boards shall assign a peer
26 teacher to assist the adjunct teaching certificateholder
27 during the certificateholder's first year of teaching.

28 District school boards shall provide the adjunct teaching
29 certificateholder an orientation in classroom management prior
30 to assigning the certificateholder to a school. Each adjunct

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1 teaching certificate is valid for 5 school years and is
2 renewable, if:

3 (a) The applicant completes a minimum of 60 inservice
4 points or 3 semester hours of college credit. The earned
5 credits must include instruction in classroom management,
6 district school board procedures, school culture, and other
7 activities that enhance the professional teaching skills of
8 the certificateholder.

9 (b) The applicant has received satisfactory
10 performance evaluations during each year of teaching under
11 adjunct certification.

12 (2) Individuals who are certified and employed
13 pursuant to this section shall have the same rights and
14 protection of laws as teachers certified pursuant to s.
15 231.17.

16 Section 7. Paragraphs (a) and (c) of subsection (1)
17 and subsection (4) of section 231.262, Florida Statutes, are
18 amended, new subsection (5) is added to that section, present
19 subsection (5) of that section is renumbered as subsection (6)
20 and amended, and present subsections (6) through (8) of that
21 section are renumbered as subsections (7) through (9),
22 respectively, to read:

23 231.262 Complaints against teachers and
24 administrators; procedure; penalties.--

25 (1)(a) The Department of Education shall cause to be
26 investigated expeditiously any complaint filed before it or
27 otherwise called to its attention which, if legally
28 sufficient, contains grounds for the revocation or suspension
29 of a certificate or any other appropriate penalty as set forth
30 in subsection (7)~~(6)~~. The complaint is legally sufficient if
31 it contains the ultimate facts which show a violation has

1 occurred as provided in s. 231.2615. The department may
2 investigate or continue to investigate and take appropriate
3 action in a complaint even though the original complainant
4 withdraws the complaint or otherwise indicates a desire not to
5 cause it to be investigated or prosecuted to completion. The
6 department may investigate or continue to investigate and take
7 action on a complaint filed against a person whose teaching
8 certificate has expired if the act or acts which are the basis
9 for the complaint were allegedly committed while that person
10 possessed a teaching certificate.

11 (c) Each school district shall file in writing with
12 the department all legally sufficient complaints within 30
13 days after the date on which subject matter of the complaint
14 comes to the attention of the school district. The school
15 district shall include all information relating to the
16 complaint which is known to the school district at the time of
17 filing. Each district school board shall develop policies and
18 procedures to comply with this reporting requirement and to
19 ensure that the superintendent of schools is promptly informed
20 of each legally sufficient complaint. The superintendent of
21 schools is charged with knowledge of these policies and
22 procedures and is presumed to have knowledge of each legally
23 sufficient complaint. If either the district school board or
24 the superintendent of schools fails to comply with the
25 requirements of this subsection, in addition to other actions
26 against certificateholders authorized by law, the Commissioner
27 of Education may, in his or her discretion, permanently
28 withhold all or a portion of discretionary funds that might
29 otherwise be available to such school district during the
30 period of noncompliance, and may also impose and collect a
31 fine against such school district and superintendent of

1 schools in an amount not to exceed \$1,000 for each day of
2 noncompliance. The school district and superintendent of
3 schools shall be jointly and severally liable for such fine.

4 This paragraph does not limit or restrict the power and duty
5 of the department to investigate complaints as provided in
6 paragraphs (a) and (b), regardless of the school district's
7 untimely filing, or failure to file, complaints and followup
8 reports.

9 (4) The complaint and all information obtained
10 pursuant to the investigation by the department shall be
11 confidential and exempt from the provisions of s. 119.07(1)
12 until the conclusion of the preliminary investigation of the
13 complaint, until such time as the preliminary investigation
14 ceases to be active, or until such time as otherwise provided
15 by s. 231.263(6). However, the complaint and all material
16 assembled during the investigation may be inspected and copied
17 by the certificateholder under investigation, or the
18 certificateholder's designee, after the investigation is
19 concluded, but prior to the determination of probable cause by
20 the commissioner. If the preliminary investigation is
21 concluded with the finding that there is no probable cause to
22 proceed, the complaint and information shall be open
23 thereafter to inspection pursuant to s. 119.07(1). If the
24 preliminary investigation is concluded with the finding that
25 there is probable cause to proceed and a complaint is filed
26 pursuant to subsection (6)~~(5)~~, the complaint and information
27 shall be open thereafter to inspection pursuant to s.
28 119.97(1). If the preliminary investigation ceases to be
29 active, the complaint and all such material shall be open
30 thereafter to inspection pursuant to s. 119.07(1), except as
31 otherwise provided pursuant to s. 231.263(6)(d). For the

1 purpose of this subsection, a preliminary investigation shall
2 be considered active as long as it is continuing with a
3 reasonable, good faith anticipation that an administrative
4 finding will be made in the foreseeable future.

5 (5) In order to protect the health, safety, and
6 welfare of a minor student, the commissioner is authorized to
7 temporarily suspend the certificate of a certificateholder
8 pending the completion of the proceedings and the
9 determination of sanctions, if any, pursuant to this section
10 and s. 231.2615. The certificateholder may at any time request
11 in writing that the commissioner set aside the temporary
12 suspension, and the commissioner may do so with or without
13 conditions. If the commissioner refuses to set aside the
14 temporary suspension, or if the certificateholder contends
15 that the commissioner's conditions are unreasonable, a
16 certificateholder whose certificate is suspended under this
17 subsection may seek review of the temporary suspension by the
18 Education Practices Commission. The Education Practices
19 Commission shall conduct a formal review of the matter and
20 issue an order sustaining or overturning the temporary
21 suspension, or setting it aside under specified conditions.

22 ~~(6)~~~~(5)~~ Upon the finding of probable cause, the
23 commissioner shall file a formal complaint and prosecute the
24 complaint pursuant to the provisions of chapter 120. An
25 administrative law judge shall be assigned by the Division of
26 Administrative Hearings of the Department of Management
27 Services to hear the complaint if there are disputed issues of
28 material fact. The administrative law judge shall make
29 recommendations in accordance with the provisions of
30 subsection ~~(7)~~~~(6)~~ to the appropriate Education Practices
31 Commission panel which shall conduct a formal review of such

1 recommendations and other pertinent information and issue a
2 final order. The commission shall consult with its legal
3 counsel prior to issuance of a final order.

4 Section 8. Paragraph (a) of subsection (1) of section
5 231.36, Florida Statutes, is amended, and paragraph (g) is
6 added to subsection (3) of that section, to read:

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

9 (1)(a) Each person employed as a member of the
10 instructional staff in any district school system shall be
11 properly certificated pursuant to s. 231.17 or s. 231.1726 or
12 employed pursuant to s. 231.1725 and shall be entitled to and
13 shall receive a written contract as specified in chapter 230.
14 All such contracts, except continuing contracts as specified
15 in subsection (4), shall contain provisions for dismissal
16 during the term of the contract only for just cause. Just
17 cause includes, but is not limited to, the following
18 instances, as defined by rule of the State Board of Education:
19 misconduct in office, incompetency, gross insubordination,
20 willful neglect of duty, or conviction of a crime involving
21 moral turpitude.

22 (3)

23 (g) Beginning July 1, 2001, for each employee who
24 enters into a professional service contract in a school
25 district in which the employee was not employed as of June 30,
26 2001, for purposes of pay and retirement a school board must,
27 subject to any applicable collective bargaining requirements,
28 recognize and accept each year of full-time teaching service,
29 as reported for purposes of the Florida Retirement System, for
30 which an employee received a satisfactory performance
31 evaluation.

1 Section 9. Subsection (2) of section 231.625, Florida
2 Statutes, is amended to read:

3 231.625 Teacher recruitment and retention.--

4 (2) The Department of Education shall:

5 (a) Develop and implement a system for posting
6 teaching vacancies and establish a database of teacher
7 applicants which is accessible within and outside the state
8 ~~Advertise teacher positions in targeted states.~~

9 (b) Advertise in major newspapers, national
10 professional publications, and other professional publications
11 and in schools of education.

12 (c) Utilize state and nationwide toll-free numbers.

13 ~~(d) Develop standardized resumes for teacher applicant~~
14 ~~data.~~

15 (d)(e) Conduct periodic communications with district
16 personnel directors regarding applicants.

17 (e)(f) Provide district access to the applicant
18 database by computer or telephone.

19 (f)(g) Develop and distribute promotional materials
20 related to teaching as a career.

21 (g)(h) Publish and distribute information pertaining
22 to employment opportunities, application procedures, teacher
23 certification, and teacher salaries.

24 (h)(i) Provide information related to certification
25 procedures.

26 (i)(j) Develop and sponsor the Florida Future Educator
27 of America Program throughout the state.

28 ~~(k) Review and recommend to the Legislature and school~~
29 ~~districts incentives for attracting teachers to this state.~~

30 (j) Develop a long-range plan for educator recruitment
31 and retention.

1 (k) Identify best practices for retaining high-quality
2 teachers.

3 Section 10. Section 231.675, Florida Statutes, is
4 created to read:

5 231.675 Advanced placement instruction bonus
6 program.--

7 (1) Each school district shall distribute to each
8 classroom teacher who provided advanced placement instruction
9 during the previous school year:

10 (a) A bonus in the amount of \$50 for each student
11 taught by the Advanced Placement teacher in each advanced
12 placement course who receives a score of 3 or higher on the
13 College Board Advanced Placement Examination.

14 (b) An additional bonus of \$500 to each Advanced
15 Placement teacher in a school designated performance grade
16 category "D" or "F" who has at least one student scoring 3 or
17 higher on the College Board Advanced Placement Examination,
18 regardless of the number of classes taught or of the number of
19 students scoring a 3 or higher on the College Board Advanced
20 Placement Examination.

21 (2) Bonuses awarded to a teacher according to this
22 section shall not exceed \$2,000 in any given school year and
23 shall be in addition to any regular wage or other bonus the
24 teacher received or is scheduled to receive.

25 (3) The Legislature shall annually appropriate to the
26 Department of Education an amount sufficient to carry out the
27 provisions of this section.

28 Section 11. Paragraphs (b) through (e) of subsection
29 (3) of section 231.700, Florida Statutes, are amended to read:

30 231.700 Florida Mentor Teacher School Pilot Program.--
31

1 (3) The five teacher career development positions and
2 minimum requirements are:

3 (b) Associate teacher.--An associate teacher must hold
4 a bachelor's degree from an institution of higher learning and
5 a valid Florida ~~professional~~ teaching certificate as provided
6 by s. 231.17.

7 (c) Teacher.--A teacher must hold a bachelor's degree
8 or higher from an institution of higher learning and a valid
9 Florida ~~professional~~ teaching certificate, have a minimum of 3
10 years' full-time teaching experience, document satisfactory
11 teaching performance, and document evidence of positive
12 student learning gains, when ~~that~~ data becomes available.

13 (d) Lead teacher.--A lead teacher must hold a
14 bachelor's degree or higher from an institution of higher
15 learning and a valid Florida professional teaching
16 certificate, have a minimum of 3 years' full-time teaching
17 experience, document exemplary teaching performance, and
18 document evidence of significant positive student learning
19 gains, when ~~that~~ data becomes available. A lead teacher shall
20 provide intensive support for associate teachers and teachers.

21 (e) Mentor teacher.--A mentor teacher must:

22 1. Hold a bachelor's degree or higher from an
23 institution of higher learning and a valid Florida
24 professional teaching certificate.†

25 2. Have a minimum of 5 years' full-time teaching
26 experience.†

27 3. Document exemplary teaching performance.†

28 4. Document evidence of significant positive student
29 learning gains, when ~~that~~ data becomes available.†

30 5. Hold a valid National Board for Professional
31 Teaching Standards certificate; have been selected as a

1 school, district, or state teacher of the year;~~or~~ hold an
2 equivalent status as determined by the commissioner. ~~and~~
3 6. Demonstrate expertise as a staff developer.

4 Section 12. Paragraphs (k) and (m) of subsection (1)
5 of section 236.081, Florida Statutes, are repealed.

6 Section 13. Paragraph (d) of subsection (2) of section
7 236.08106, Florida Statutes, is amended to read:

8 236.08106 Excellent Teaching Program.--

9 (2) The Excellent Teaching Program is created to
10 provide categorical funding for monetary incentives and
11 bonuses for teaching excellence. The Department of Education
12 shall distribute to each school district or to the NBPTS an
13 amount as prescribed annually by the Legislature for the
14 Excellent Teaching Program. For purposes of this section, the
15 Florida School for the Deaf and the Blind shall be considered
16 a school district. Unless otherwise provided in the General
17 Appropriations Act, each distribution shall be the sum of the
18 amounts earned for the following incentives and bonuses:

19 (d) An annual bonus equal to 10 percent of the prior
20 fiscal year's statewide average salary for classroom teachers
21 to be distributed to the school district to be paid to each
22 individual who meets the requirements of paragraph (c) and
23 agrees, in writing, to provide the equivalent of 12 workdays
24 of mentoring and related services to public school teachers
25 within the state who do not hold NBPTS certification. The
26 district school board shall distribute the annual bonus in a
27 single payment following the completion of all required
28 mentoring and related services for the year. It is not the
29 intent of the Legislature to remove excellent teachers from
30 their assigned classrooms; therefore, credit may not be
31 granted by a school district or public school for mentoring or

1 related services provided during student contact time ~~the~~
2 ~~regular school day~~ or during the 196 days of required service
3 for the school year.

4
5 A teacher for whom the state pays the certification fee and
6 who does not complete the certification program or does not
7 teach in a public school of this state for at least 1 year
8 after completing the certification program must repay the
9 amount of the certification fee to the state. However, a
10 teacher who completes the certification program but fails to
11 be awarded NBPTS certification is not required to repay the
12 amount of the certification fee if the teacher meets the
13 1-year teaching requirement. Repayment is not required of a
14 teacher who does not complete the certification program or
15 fails to fulfill the teaching requirement because of the
16 teacher's death or disability or because of other extenuating
17 circumstances as determined by the State Board of Education.

18 Section 14. Subsection (10) of section 231.261,
19 Florida Statutes, is amended to read:

20 231.261 Education Practices Commission;
21 organization.--

22 (10) The commission shall be financed from the
23 following: certification fees; fines, penalties, and costs
24 collected pursuant to s. 231.262(9)~~(8)~~; and general revenue.

25 Section 15. Paragraph (f) of subsection (3) of section
26 230.2305, Florida Statutes, is amended to read:

27 230.2305 Prekindergarten early intervention program.--

28 (3) STANDARDS.--

29 (f) All staff must meet the following minimum
30 requirements:

31

1 1. The minimum level of training is to be the
2 completion of a 30-clock-hour training course planned jointly
3 by the Department of Education and the Department of Children
4 and Family Services to include the following areas: state and
5 local rules that govern child care, health, safety, and
6 nutrition; identification and report of child abuse and
7 neglect; child growth and development; use of developmentally
8 appropriate early childhood curricula; and avoidance of
9 income-based, race-based, and gender-based stereotyping.

10 2. When individual classrooms are staffed by certified
11 teachers, those teachers must be certified for the appropriate
12 grade levels under s. 231.17 and State Board of Education
13 rules. Teachers who are not certified for the appropriate
14 grade levels must obtain proper certification within 2 years.
15 However, the commissioner may make an exception on an
16 individual basis when the requirements are not met because of
17 serious illness, injury, or other extraordinary, extenuating
18 circumstance.

19 3. When individual classrooms are staffed by
20 noncertified teachers, there must be a program director or
21 lead teacher who is eligible for certification or certified
22 for the appropriate grade levels pursuant to s. 231.17 and
23 State Board of Education rules in regularly scheduled direct
24 contact with each classroom. Notwithstanding s. 231.15, such
25 classrooms must be staffed by at least one person who has, at
26 a minimum, a child development associate credential (CDA) or
27 an amount of training determined by the commissioner to be
28 equivalent to or to exceed the minimum, such as an associate
29 in science degree in the area of early childhood education.

30 4. Principals and other school district administrative
31 and supervisory personnel with direct responsibility for the

1 program must demonstrate knowledge of prekindergarten
2 education programs that increase children's chances of
3 achieving future educational success and becoming productive
4 members of society in a manner established by the State Board
5 of Education by rule.

6 5. All personnel who are not certified under s. 231.17
7 or s. 231.1726 must comply with screening requirements under
8 s. 231.02.

9 Section 16. Section 231.045, Florida Statutes, is
10 amended to read:

11 231.045 Periodic criminal history record checks.--In
12 cooperation with the Florida Department of Law Enforcement,
13 the department may periodically perform a criminal history
14 record check on individuals who hold a certificate pursuant to
15 s. 231.17 or s. 231.1726.

16 Section 17. Subsection (1) of section 231.1725,
17 Florida Statutes, is amended to read:

18 231.1725 Employment of substitute teachers, teachers
19 of adult education, nondegreed teachers of career education,
20 and career specialists; students performing clinical field
21 experience.--

22 (1) Notwithstanding ss. 231.02, 231.15, ~~and~~ 231.17,
23 and 231.1726, or any other provision of law or rule to the
24 contrary, each district school board shall establish the
25 minimal qualifications for:

26 (a) Substitute teachers to be employed pursuant to s.
27 231.47. The qualifications shall require the filing of a
28 complete set of fingerprints in the same manner as required by
29 s. 231.02.

30 (b) Part-time and full-time teachers in adult
31 education programs. The qualifications shall require the

1 filing of a complete set of fingerprints in the same manner as
2 required by s. 231.02. Faculty employed solely to conduct
3 postsecondary instruction may be exempted from this
4 requirement.

5 (c) Part-time and full-time nondegreed teachers of
6 vocational programs. Qualifications shall be established for
7 agriculture, business, health occupations, family and consumer
8 sciences, industrial, marketing, career specialist, and public
9 service education teachers, based primarily on successful
10 occupational experience rather than academic training. The
11 qualifications for such teachers shall require:

12 1. The filing of a complete set of fingerprints in the
13 same manner as required by s. 231.02. Faculty employed solely
14 to conduct postsecondary instruction may be exempted from this
15 requirement.

16 2. Documentation of education and successful
17 occupational experience including documentation of:

18 a. A high school diploma or the equivalent.

19 b. Completion of 6 years of full-time successful
20 occupational experience or the equivalent of part-time
21 experience in the teaching specialization area. Alternate
22 means of determining successful occupational experience may be
23 established by the district school board.

24 c. Completion of career education training conducted
25 through the local school district inservice master plan.

26 d. For full-time teachers, completion of professional
27 education training in teaching methods, course construction,
28 lesson planning and evaluation, and teaching special needs
29 students. This training may be completed through coursework
30 from a standard institution or an approved district teacher
31 education program.

1 e. Demonstration of successful teaching performance.
2 Section 18. Paragraph (a) of subsection (1) of section
3 231.36, Florida Statutes, is amended to read:

4 231.36 Contracts with instructional staff,
5 supervisors, and principals.--

6 (1)(a) Each person employed as a member of the
7 instructional staff in any district school system shall be
8 properly certificated pursuant to s. 231.17 or s. 231.1726 or
9 employed pursuant to s. 231.1725 and shall be entitled to and
10 shall receive a written contract as specified in chapter 230.
11 All such contracts, except continuing contracts as specified
12 in subsection (4), shall contain provisions for dismissal
13 during the term of the contract only for just cause. Just
14 cause includes, but is not limited to, the following
15 instances, as defined by rule of the State Board of Education:
16 misconduct in office, incompetency, gross insubordination,
17 willful neglect of duty, or conviction of a crime involving
18 moral turpitude.

19 Section 19. Subsection (1) of section 231.471, Florida
20 Statutes, is amended to read:

21 231.471 Part-time teachers.--

22 (1) District school boards may hire certified and
23 qualified personnel as provided in ~~ss.~~s.231.1725 and
24 231.1726 to teach a specified number of periods, which may be
25 less than a full school day or less than a full school year.

26 Section 20. Paragraph (a) of subsection (3) of section
27 232.435, Florida Statutes, is amended to read:

28 232.435 Extracurricular athletic activities; athletic
29 trainers.--

30
31

1 (3)(a) To the extent practicable, a school district
2 program should include the following employment classification
3 and advancement scheme:

4 1. Teacher apprentice trainer I.--To qualify as a
5 teacher apprentice trainer I, a person must possess a
6 professional, temporary, part-time, adjunct, or substitute
7 certificate pursuant to s. 231.17 or s. 231.1726, be certified
8 in first aid and cardiopulmonary resuscitation, and have
9 earned a minimum of 6 semester hours or the equivalent number
10 of inservice education points in the basic prevention and care
11 of athletic injuries.

12 2. Teacher apprentice trainer II.--To qualify as a
13 teacher apprentice trainer II, a person must meet the
14 requirements of teacher apprentice trainer I and also have
15 earned a minimum of 15 additional semester hours or the
16 equivalent number of inservice education points in such
17 courses as anatomy, physiology, use of modalities, nutrition,
18 counseling, and other courses approved by the Commissioner of
19 Education.

20 3. Teacher athletic trainer.--To qualify as a teacher
21 athletic trainer, a person must meet the requirements of
22 teacher apprentice trainer II, be certified by the Department
23 of Education or a nationally recognized athletic trainer
24 association, and perform one or more of the following
25 functions: preventing athletic injuries; recognizing,
26 evaluating, managing, treating, and rehabilitating athletic
27 injuries; administering an athletic training program; and
28 educating and counseling athletes.

29 Section 21. This act shall take effect July 1, 2001.
30
31

LEGISLATIVE SUMMARY

Revises provisions relating to the reemployment of retired members of the Florida Retirement System as school district personnel. Revises the definition of "other instructional staff" to include adjunct educators. Prohibits both a superintendent from recommending the assignment of any instructional personnel to a school and a district school board from assigning any instructional personnel to a school, unless the principal of that school approves the assignment. Deletes provisions relating to salary supplements provided to teachers selected to teach at certain low-performing schools. Authorizes the use of an approved alternative certification program by a district other than that which developed the program, upon notification to the department and approval of any modifications. Creates provisions relating to certification of adjunct educators. Requires each district school board to develop policies and procedures relating to the reporting of complaints against teachers. Charges the superintendent of schools with knowledge of such policies and procedures. States that a superintendent is presumed to have knowledge of each legally sufficient complaint. Authorizes the withholding of discretionary funds from a school district, and the imposition and collection of fines against a school district and superintendent, for noncompliance. Authorizes the temporary suspension of a teaching certificate pending the completion of proceedings in order to protect the health, safety, and welfare of students. Includes adjunct educators in provisions relating to contracts with instructional staff. Requires a school board, subject to applicable collective bargaining requirements, to recognize and accept years of satisfactory performance for purposes of pay and retirement. Requires the Department of Education to develop and implement a system for posting teaching vacancies, establish a database of teacher applicants, develop a long-range plan for educator recruitment and retention, and identify best practices for retaining high-quality teachers. Deletes the requirement that the department develop standardized resumes for teacher applicant data and review and recommend to the Legislature and school districts incentives for attracting teachers to Florida. Establishes the advanced placement instruction bonus program, specifies amounts of bonuses, limits the amount awarded to a teacher annually, and requires an appropriation. Revises the Florida Mentor Teacher School Pilot Program to conform terminology. Clarifies requirements for mentor teachers. Repeals s. 236.081(1)(k) and (m), F.S., relating to calculations of additional full-time equivalent membership based on international baccalaureate examination scores of students and based on college board advanced placement scores of students. Clarifies requirements relating to the amount of required mentoring or related services for receipt of an Excellent Teaching Program bonus. Amends provisions relating to standards for staff of prekindergarten early intervention programs; periodic

1 | criminal history record checks; employment of substitute
2 | teachers, teachers of adult education, nondegreed
3 | teachers of career education, and career specialists;
4 | professional service contracts; part-time teachers; and
5 | athletic trainers to include adjunct educators.
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