

s708-38

Bill No. SB 708, 1st Eng.

Amendment No. \_\_\_\_ (for drafter's use only)

	<u>Senate</u>	CHAMBER ACTION	<u>House</u>
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Representative(s) Needelman offered the following:

**Amendment (with title amendment)**

strike everything after the enacting clause and

insert:

Section 1. Paragraph (c) of subsection (5) of section 230.23, Florida Statutes, is amended to read:

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

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

(c)1. Compensation and salary schedules.--Adopt a salary schedule or salary schedules designed to furnish incentives for improvement in training and for continued efficient service to be used as a basis for paying all school employees and fix and authorize the compensation of school

1 employees on the basis thereof. A district school board, in  
2 determining the salary schedule for instructional personnel,  
3 must base a portion of each employee's compensation on  
4 performance demonstrated under s. 231.29, must consider the  
5 prior teaching experience of a person who has been designated  
6 state teacher of the year by any state in the United States,  
7 and must consider prior professional experience in the field  
8 of education gained in positions in addition to district level  
9 instructional and administrative positions. In developing the  
10 salary schedule, the district school board shall seek input  
11 from parents, teachers, and representatives of the business  
12 community. By June 30, 2002, or beginning with the full  
13 implementation of an annual assessment of learning gains,  
14 whichever occurs later, the adopted district school board  
15 budget must include a reserve to fully fund an additional 5  
16 percent supplement for school administrators and instructional  
17 personnel. The district's performance-pay policy is subject to  
18 negotiation as provided in chapter 447; however, the adopted  
19 salary schedule must allow school administrators and  
20 instructional personnel who demonstrate outstanding  
21 performance, as measured under s. 231.29, to earn a 5 percent  
22 supplement in addition to their individual, negotiated salary.  
23 The supplements will be funded from the reserve funds adopted  
24 in the salary schedule. The Commissioner of Education shall  
25 determine whether the district school board's adopted salary  
26 schedule complies with the requirement for performance-based  
27 pay. If the district school board fails to comply by the  
28 required date, the commissioner shall withhold disbursements  
29 from the Educational Enhancement Trust Fund to the district  
30 until compliance is verified.

31 2. Terminal pay.--Adopt terminal pay policies for all

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1 personnel pursuant to ss. 231.40 and 231.481 and review such  
2 policies on an annual basis. Such review must include an  
3 analysis of the current-year liability of the district for  
4 terminal pay distributions to instructional personnel,  
5 administrative personnel, and educational support personnel,  
6 respectively.

7 Section 2. This act shall take effect July 1, 2001.

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10 ===== T I T L E A M E N D M E N T =====

11 And the title is amended as follows:

12 strike the entire title and

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insert:

15 A bill to be entitled  
16 An act relating to education; amending s.  
17 230.23, F.S.; providing district school board  
18 duties regarding terminal pay policies for  
19 school district personnel; providing an  
20 effective date.

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