

By Senator Cowin

20-1177-04

1                                   A bill to be entitled  
2           An act relating to public schools; requiring  
3           the Department of Education to conduct a study  
4           of the feasibility of providing a performance  
5           bonus to public school classroom teachers;  
6           providing a methodology for the study;  
7           requiring the department to develop criteria  
8           and a methodology for determining when to  
9           provide performance bonuses to classroom  
10          teachers in kindergarten through grade 2;  
11          requiring a report; providing an effective  
12          date.

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

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16           Section 1. (1) The Department of Education shall  
17 evaluate the feasibility of providing a 10-percent salary  
18 increase as a performance bonus to each public school  
19 classroom teacher, as defined in section 1012.01, Florida  
20 Statutes, in kindergarten and grades 1-12 who meets certain  
21 criteria. In conducting this evaluation, the department must  
22 use, but is not limited to, factors and methodology specified  
23 in subsection (2).

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25           (2)(a) Factors that must be used in evaluating the  
26 performance of and determining eligibility for the bonus for  
27 classroom teachers in grades 3-12 include:

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29           1. The improvement in grade point average (GPA) for  
30 academic courses for each student in the teacher's classroom.

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32           2. The scores on the reading and writing portions of  
33 the Florida Comprehensive Achievement Test (FCAT) for each  
34 student in the teacher's classroom.

1           3. The improvement of the lowest quartile of students  
2 in the teacher's classroom.

3           (b) Based on the factors set forth in paragraph (a),  
4 the Department of Education shall calculate a value-weighted  
5 performance score for each classroom teacher in grades 3  
6 through 12, using the following methodology:

7           1. For a teacher who does not teach reading, writing,  
8 mathematics, or science:

9           a. Student GPA improvement = 33 percent.

10           b. Student scores on the reading, writing,  
11 mathematics, and science portions of the FCAT = 33 percent.

12           c. Improvement of the lowest quartile of students in  
13 the teacher's classroom = 33 percent.

14           2. For a teacher who teaches reading, writing,  
15 mathematics, or science:

16           a. Student GPA improvement = 25 percent.

17           b. Student scores on the reading, writing,  
18 mathematics, and science portions of the FCAT = 50 percent.

19           c. Improvement of the lowest quartile of students in  
20 the teacher's classroom = 25 percent.

21           (c) The Department of Education shall develop the  
22 criteria for determining whether teachers in kindergarten  
23 through grade 2 receive a 10-percent salary increase as a  
24 performance bonus under this section. Based on the criteria  
25 developed under this paragraph, the department shall develop a  
26 methodology for calculating a value-weighted performance score  
27 for each classroom teacher in kindergarten through grade 2.

28           (d) The Department of Education shall provide an  
29 estimate of the fiscal impact of providing a 10-percent salary  
30 increase as a performance bonus, based on the methodology  
31 prescribed under paragraphs (a) - (c), to each classroom

1 teacher in whose classes an improvement by one or more grade  
2 levels is shown by at least 50 percent of the teacher's  
3 students for 3 consecutive years.

4 (3) The Department of Education shall report the  
5 findings and recommendations from the study required under  
6 subsection (1) to the State Board of Education and the  
7 presiding officers of the Legislature by November 1, 2004.

8 Section 2. This act shall take effect upon becoming a  
9 law.

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12 SENATE SUMMARY

13 Requires the Department of Education to conduct a study  
14 of the feasibility of providing a performance bonus to  
15 public school classroom teachers. Provides a methodology  
16 for the study. Requires the department to develop  
17 criteria and a methodology for determining when to  
18 provide performance bonuses to classroom teachers in  
19 kindergarten through grade 2. Requires a report to the  
20 State Board of Education and to legislative leaders.  
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