



704574

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
03/18/2010	.	
	.	
	.	
	.	

---

---

The Policy and Steering Committee on Ways and Means (Thrasher) recommended the following:

**Senate Amendment (with title amendment)**

Delete lines 1057 - 1122  
and insert:

1.a. As provided in this paragraph, the district school board shall adopt a salary schedule that compensates employees based on their performance. ~~The district school board shall 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 employees on the basis thereof.~~



704574

13            b.2. A district school board, in determining the salary  
14 adjustments schedule for instructional personnel and school-  
15 based administrators, must base ~~a portion of~~ each employee's  
16 adjustment only compensation on performance demonstrated under  
17 s. 1012.34, ~~must consider the prior teaching experience of a~~  
18 ~~person who has been designated state teacher of the year by any~~  
19 ~~state in the United States, and must consider prior professional~~  
20 ~~experience in the field of education gained in positions in~~  
21 ~~addition to district level instructional and administrative~~  
22 ~~positions.~~

23            c.3. In developing the salary schedule, the district school  
24 board shall seek input from parents, teachers, and  
25 representatives of the business community.

26            ~~2.4. Beginning with the 2007-2008 academic year, Each~~  
27 district school board shall adopt a salary adjustment for  
28 ~~schedule with~~ differentiated pay for both instructional  
29 personnel and school-based administrators. ~~The salary schedule~~  
30 ~~is subject to negotiation as provided in chapter 447 and must~~  
31 ~~allow differentiated pay~~ based on the following:

32            a. Assignment to a school in a high-priority location area,  
33 as defined in State Board of Education rule, with continued  
34 differentiated pay contingent upon documentation of performance  
35 under s. 1012.34;

36            b. Certification and teaching in critical teacher shortage  
37 areas, as defined in State Board of Education rule, with  
38 continued differentiated pay contingent upon documentation of  
39 performance under s. 1012.34; and

40            c. Assignment of additional academic responsibilities, with  
41 continued differentiated pay contingent upon documentation of



704574

42 performance under s. 1012.34.

43 3. A district school board shall adopt a salary schedule  
44 for beginning and renewing teachers as follows:

45 a. A beginning teacher. For purposes of this sub-  
46 subparagraph, the term "beginning teacher" is a classroom  
47 teacher as defined in s. 1012.01(2)(a) who has no prior K-12  
48 teaching experience.

49 b. A teacher who holds a valid professional standard  
50 certificate issued by another state and who is hired by the  
51 district school board.

52 c. A teacher who holds a valid professional certificate  
53 issued pursuant to s. 1012.56, who has not taught in the  
54 classroom at any time during the previous certification period,  
55 and who is hired by the district school board.

56 4. The salary schedule in subparagraph 3. shall be in  
57 effect only for the first year that the teacher provides  
58 instruction in a Florida K-12 classroom. A district school board  
59 may not use length of service or degrees held as a factor in  
60 setting a salary schedule ~~district-determined factors,~~  
61 ~~including, but not limited to, additional responsibilities,~~  
62 ~~school demographics, critical shortage areas, and level of job~~  
63 ~~performance difficulties.~~

64  
65 ===== T I T L E A M E N D M E N T =====

66 And the title is amended as follows:

67 Delete lines 108 - 109

68 and insert:

69 differentiated pay provisions; repealing