

1 A bill to be entitled
 2 An act relating to education; amending s. 1011.62,
 3 F.S.; including students with certain International
 4 General Certificate of Secondary Education (Pre-AICE)
 5 examination scores in the calculation of additional
 6 full-time equivalent membership for the Florida
 7 Education Finance Program (FEFP); providing for the
 8 allocation of certain FEFP funds; providing bonuses
 9 for International General Certificate of Secondary
 10 Education (Pre-AICE) and Advanced International
 11 Certificate of Education teachers; authorizing a
 12 maximum bonus of \$3,000 for such teachers under
 13 certain circumstances; amending s. 1012.22, F.S.;
 14 authorizing a district school board to use advanced
 15 degrees in setting a salary schedule for instructional
 16 personnel and school administrators if the advanced
 17 degree meets specified criteria; providing an
 18 effective date.

19
 20 Be It Enacted by the Legislature of the State of Florida:

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 22 Section 1. Paragraph (m) of subsection (1) of section
 23 1011.62, Florida Statutes, is amended to read:

24 1011.62 Funds for operation of schools.—If the annual
 25 allocation from the Florida Education Finance Program to each
 26 district for operation of schools is not determined in the

27 | annual appropriations act or the substantive bill implementing
28 | the annual appropriations act, it shall be determined as
29 | follows:

30 | (1) COMPUTATION OF THE BASIC AMOUNT TO BE INCLUDED FOR
31 | OPERATION.—The following procedure shall be followed in
32 | determining the annual allocation to each district for
33 | operation:

34 | (m) Calculation of additional full-time equivalent
35 | membership based on International General Certificate of
36 | Secondary Education (Pre-AICE) and Advanced International
37 | Certificate of Education examination scores of students.—A value
38 | of 0.16 full-time equivalent student membership shall be
39 | calculated for each student enrolled in an ~~a full-credit~~
40 | Advanced International Certificate of Education course who
41 | receives a score of E or higher on an Advanced Level or Advanced
42 | Subsidiary Level ~~a~~ subject examination. A value of 0.08 full-
43 | time equivalent student membership shall be calculated for each
44 | student enrolled in an ~~a half-credit~~ ~~Advanced~~ International
45 | General Certificate of Secondary Education (Pre-AICE) course who
46 | receives a score of B ~~E~~ or higher on the corresponding
47 | International General Certificate of Secondary Education ~~a~~
48 | subject examination. A value of 0.3 full-time equivalent student
49 | membership shall be calculated for each student who receives an
50 | Advanced International Certificate of Education diploma. Such
51 | value shall be added to the total full-time equivalent student
52 | membership in basic programs for grades 9 through 12 in the

53 subsequent fiscal year. Each district shall allocate 80 percent
54 of the funds received from students passing International
55 General Certificate of Secondary Education (Pre-AICE) and
56 Advanced International Certificate of Education examinations to
57 the program whose students generated the funds and to Advanced
58 International Certificate of Education preparatory programs,
59 including Cambridge Primary, Cambridge Secondary 1, and
60 International General Certificate of Secondary Education (Pre-
61 AICE) programs. These funds shall be used for costs associated
62 with the application and registration process; program fees and
63 site licenses; training, professional development, salaries,
64 benefits, and bonuses for instructional personnel and program
65 coordinators; examination and diploma fees; membership fees;
66 supplemental books; instructional supplies, materials, and
67 equipment; and activities that identify or prepare prospective
68 Advanced International Certificate of Education students. School
69 districts shall allocate the remaining 20 percent of funds
70 received from students passing International General Certificate
71 of Secondary Education (Pre-AICE) and Advanced International
72 Certificate of Education examinations to programs that assist
73 academically disadvantaged students in preparing for more
74 rigorous courses. The school district shall distribute to each
75 classroom teacher who provided International General Certificate
76 of Secondary Education (Pre-AICE) or Advanced International
77 Certificate of Education instruction:

78 1. A bonus in the amount of \$50 for each student taught by

79 the Advanced International Certificate of Education teacher in
80 each ~~full-credit~~ Advanced International Certificate of Education
81 course who receives a score of E or higher on the Advanced
82 International Certificate of Education Advanced Subsidiary Level
83 examination.

84 2. A bonus in the amount of \$75 for each student taught by
85 the Advanced International Certificate of Education teacher in
86 each Advanced International Certificate of Education course who
87 receives a score of E or higher on the Advanced International
88 Certificate of Education Advanced Level examination.

89 3. A bonus in the amount of \$25 for each student taught by
90 the ~~Advanced~~ International General Certificate of Secondary
91 Education (Pre-AICE) teacher in each ~~half-credit~~ ~~Advanced~~
92 International General Certificate of Secondary Education (Pre-
93 AICE) course who receives a score of B ~~E~~ or higher on the
94 corresponding International General Certificate of Secondary
95 Education subject ~~Advanced International Certificate of~~
96 Education examination.

97 4.2. An additional bonus of \$500 to each Advanced
98 International Certificate of Education teacher in a school
99 designated with a grade of "D" or "F" who has at least one
100 student scoring E or higher on the ~~full-credit~~ Advanced
101 International Certificate of Education Advanced Level or
102 Advanced Subsidiary Level examination, regardless of the number
103 of classes taught or of the number of students scoring an E or
104 higher on the ~~full-credit~~ Advanced International Certificate of

105 Education examination.

106 ~~3. Additional bonuses of \$250 each to teachers of half-~~
107 ~~credit Advanced International Certificate of Education classes~~
108 ~~in a school designated with a grade of "D" or "F" which has at~~
109 ~~least one student scoring an E or higher on the half-credit~~
110 ~~Advanced International Certificate of Education examination in~~
111 ~~that class. The maximum additional bonus for a teacher awarded~~
112 ~~in accordance with this subparagraph shall not exceed \$500 in~~
113 ~~any given school year. Teachers receiving an award under~~
114 ~~subparagraph 2. are not eligible for a bonus under this~~
115 ~~subparagraph.~~

116
117 Bonuses awarded to a teacher according to this paragraph shall
118 not exceed \$2,000 in any given school year and shall be in
119 addition to any regular wage or other bonus the teacher received
120 or is scheduled to receive. However, the maximum bonus shall be
121 \$3,000 if at least 50 percent of the students enrolled in a
122 teacher's Advanced International Certificate of Education course
123 at a school that received a school grade of "A," "B," or "C"
124 earn a score of E or higher on the Advanced Level or Advanced
125 Subsidiary Level examination; if at least 50 percent of the
126 students enrolled in a teacher's International General
127 Certificate of Secondary Education (Pre-AICE) course at a school
128 that received a school grade of "A," "B," or "C" earn a score of
129 B or higher on the International General Certificate of
130 Secondary Education (Pre-AICE) subject examination; if at least

131 25 percent of the students enrolled in a teacher's Advanced
132 International Certificate of Education course at a school that
133 received a school grade of "D" or "F" earn a score of E or
134 higher on the Advanced Level or Advanced Subsidiary Level
135 examination; or if at least 25 percent of the students enrolled
136 in a teacher's International General Certificate of Secondary
137 Education (Pre-AICE) course at a school that received a school
138 grade of "D" or "F" earn a score of B or higher on the
139 International General Certificate of Secondary Education (Pre-
140 AICE) subject examination.

141 Section 2. Paragraph (c) of subsection (1) of section
142 1012.22, Florida Statutes, is amended to read:

143 1012.22 Public school personnel; powers and duties of the
144 district school board.—The district school board shall:

145 (1) Designate positions to be filled, prescribe
146 qualifications for those positions, and provide for the
147 appointment, compensation, promotion, suspension, and dismissal
148 of employees as follows, subject to the requirements of this
149 chapter:

150 (c) Compensation and salary schedules.—

151 1. Definitions.—As used in this paragraph:

152 a. "Adjustment" means an addition to the base salary
153 schedule that is not a bonus and becomes part of the employee's
154 permanent base salary and shall be considered compensation under
155 s. 121.021(22).

156 b. "Grandfathered salary schedule" means the salary

157 | schedule or schedules adopted by a district school board before
158 | July 1, 2014, pursuant to subparagraph 4.

159 | c. "Instructional personnel" means instructional personnel
160 | as defined in s. 1012.01(2)(a)-(d), excluding substitute
161 | teachers.

162 | d. "Performance salary schedule" means the salary schedule
163 | or schedules adopted by a district school board pursuant to
164 | subparagraph 5.

165 | e. "Salary schedule" means the schedule or schedules used
166 | to provide the base salary for district school board personnel.

167 | f. "School administrator" means a school administrator as
168 | defined in s. 1012.01(3)(c).

169 | g. "Supplement" means an annual addition to the base
170 | salary for the term of the negotiated supplement as long as the
171 | employee continues his or her employment for the purpose of the
172 | supplement. A supplement does not become part of the employee's
173 | continuing base salary but shall be considered compensation
174 | under s. 121.021(22).

175 | 2. Cost-of-living adjustment.—A district school board may
176 | provide a cost-of-living salary adjustment if the adjustment:

177 | a. Does not discriminate among comparable classes of
178 | employees based upon the salary schedule under which they are
179 | compensated.

180 | b. Does not exceed 50 percent of the annual adjustment
181 | provided to instructional personnel rated as effective.

182 | 3. Advanced degrees.—A district school board may not use

183 advanced degrees in setting a salary schedule for instructional
184 personnel or school administrators hired on or after July 1,
185 2011, unless the advanced degree is held in the individual's
186 area of certification or assigned subject area or is identified
187 by the district school board as having applications relevant to
188 school-based learning and is only a salary supplement.

189 4. Grandfathered salary schedule.—

190 a. The district school board shall adopt a salary schedule
191 or salary schedules to be used as the basis for paying all
192 school employees hired before July 1, 2014. Instructional
193 personnel on annual contract as of July 1, 2014, shall be placed
194 on the performance salary schedule adopted under subparagraph 5.
195 Instructional personnel on continuing contract or professional
196 service contract may opt into the performance salary schedule if
197 the employee relinquishes such contract and agrees to be
198 employed on an annual contract under s. 1012.335. Such an
199 employee shall be placed on the performance salary schedule and
200 may not return to continuing contract or professional service
201 contract status. Any employee who opts into the performance
202 salary schedule may not return to the grandfathered salary
203 schedule.

204 b. In determining the grandfathered salary schedule for
205 instructional personnel, a district school board must base a
206 portion of each employee's compensation upon performance
207 demonstrated under s. 1012.34 and shall provide differentiated
208 pay for both instructional personnel and school administrators

209 based upon district-determined factors, including, but not
210 limited to, additional responsibilities, school demographics,
211 critical shortage areas, and level of job performance
212 difficulties.

213 5. Performance salary schedule.—By July 1, 2014, the
214 district school board shall adopt a performance salary schedule
215 that provides annual salary adjustments for instructional
216 personnel and school administrators based upon performance
217 determined under s. 1012.34. Employees hired on or after July 1,
218 2014, or employees who choose to move from the grandfathered
219 salary schedule to the performance salary schedule shall be
220 compensated pursuant to the performance salary schedule once
221 they have received the appropriate performance evaluation for
222 this purpose. However, a classroom teacher whose performance
223 evaluation utilizes student learning growth measures established
224 under s. 1012.34(7)(e) shall remain under the grandfathered
225 salary schedule until his or her teaching assignment changes to
226 a subject for which there is an assessment or the school
227 district establishes equally appropriate measures of student
228 learning growth as defined under s. 1012.34 and rules of the
229 State Board of Education.

230 a. Base salary.—The base salary shall be established as
231 follows:

232 (I) The base salary for instructional personnel or school
233 administrators who opt into the performance salary schedule
234 shall be the salary paid in the prior year, including

235 adjustments only.

236 (II) Beginning July 1, 2014, instructional personnel or
237 school administrators new to the district, returning to the
238 district after a break in service without an authorized leave of
239 absence, or appointed for the first time to a position in the
240 district in the capacity of instructional personnel or school
241 administrator shall be placed on the performance salary
242 schedule.

243 b. Salary adjustments.—Salary adjustments for highly
244 effective or effective performance shall be established as
245 follows:

246 (I) The annual salary adjustment under the performance
247 salary schedule for an employee rated as highly effective must
248 be greater than the highest annual salary adjustment available
249 to an employee of the same classification through any other
250 salary schedule adopted by the district.

251 (II) The annual salary adjustment under the performance
252 salary schedule for an employee rated as effective must be equal
253 to at least 50 percent and no more than 75 percent of the annual
254 adjustment provided for a highly effective employee of the same
255 classification.

256 (III) The performance salary schedule shall not provide an
257 annual salary adjustment for an employee who receives a rating
258 other than highly effective or effective for the year.

259 c. Salary supplements.—In addition to the salary
260 adjustments, each district school board shall provide for salary

261 supplements for activities that must include, but are not
262 limited to:

263 (I) Assignment to a Title I eligible school.

264 (II) Assignment to a school that earned a grade of "F" or
265 three consecutive grades of "D" pursuant to s. 1008.34 such that
266 the supplement remains in force for at least 1 year following
267 improved performance in that school.

268 (III) Certification and teaching in critical teacher
269 shortage areas. Statewide critical teacher shortage areas shall
270 be identified by the State Board of Education under s. 1012.07.
271 However, the district school board may identify other areas of
272 critical shortage within the school district for purposes of
273 this sub-sub-subparagraph and may remove areas identified by the
274 state board which do not apply within the school district.

275 (IV) Assignment of additional academic responsibilities.
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277 If budget constraints in any given year limit a district school
278 board's ability to fully fund all adopted salary schedules, the
279 performance salary schedule shall not be reduced on the basis of
280 total cost or the value of individual awards in a manner that is
281 proportionally greater than reductions to any other salary
282 schedules adopted by the district.

283 Section 3. This act shall take effect July 1, 2016.