HB 1017

1	A bill to be entitled
2	An act relating to K-12 educational support employees;
3	creating s. 1012.411, F.S.; requiring district school
4	superintendents to identify critical employment
5	shortages of educational support employees within the
6	school district; defining the term "critical
7	employment shortage"; requiring school districts to
8	fund specified incentives, subject to legislative
9	appropriation; requiring district school
10	superintendents to annually provide a report to the
11	Legislature by a specified date; providing
12	requirements for the report; amending s. 1012.38,
13	F.S.; requiring, rather than authorizing, school
14	districts to adopt and implement specified programs
15	for the career development of education
16	paraprofessionals by a specified date, subject to
17	legislative appropriation; providing an effective
18	date.
19	
20	WHEREAS, the state has a vested interest in addressing the
21	critical employment shortage of educational support employees,
22	including education paraprofessionals, in the state, and
23	WHEREAS, educational support employees are valued and vital
24	members of the education workforce whose work ensures student
25	success from prekindergarten through grade 12, and

Page 1 of 3

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2022

HB 1017

26	WHEREAS, educational support employees engage students,
27	keeping them connected to the larger school community and
28	emotionally and physically healthy and safe, and
29	WHEREAS, because educational support employees are vital to
30	the success of Florida's students, it is in the state's best
31	interests to provide funding to ensure that the state's public
32	schools maintain adequate staffing levels for educational
33	support employees, NOW, THEREFORE,
34	
35	Be It Enacted by the Legislature of the State of Florida:
36	
37	Section 1. Section 1012.411, Florida Statutes, is created
38	to read:
39	1012.411 Critical employment shortages of educational
40	support employees
41	(1) By April 1, 2023, and annually thereafter, each
42	district school superintendent must compile a list of critical
43	employment shortages of educational support employees as defined
44	in s. 1012.40(1), including education paraprofessionals as
45	defined in s. 1012.01(2)(e), aggregated by position, within the
46	school district. For purposes of this section, the term
47	"critical employment shortage" means that at least 20 percent of
48	a specified position is vacant and unfilled within the school
49	district.
50	(2) Subject to legislative appropriation, each school
	Page 2 of 3

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2022

HB 1017

51 district must fund incentives to help recruit and retain 52 educational support employees for positions with a critical 53 employment shortage. 54 (3) By December 1, 2023, and annually thereafter, each 55 district school superintendent shall provide a report to the 56 President of the Senate and the Speaker of the House of 57 Representatives that includes a list of positions with a critical employment shortage and how the school district used 58 59 the funding under subsection (2) to implement the required 60 incentives. Section 2. Paragraph (a) of subsection (1) of section 61 62 1012.38, Florida Statutes, is amended to read: 63 1012.38 Education paraprofessional career development.-64 (1) (a) By July 1, 2023, and subject to legislative 65 appropriation, each school district shall may adopt and 66 implement a program for the career development of education 67 paraprofessionals. The purpose of the program is to provide to 68 education paraprofessionals a system of career development which 69 is based upon education and training advancement, and to furnish 70 economic incentives to encourage excellence among education 71 paraprofessionals. 72 Section 3. This act shall take effect July 1, 2022.

Page 3 of 3

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2022