



The Teacher Shortage and Teacher Compensation in Florida

State Board of Education

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Recommended Critical Teacher Shortage Areas

- Middle and High School Mathematics
- Middle and High School Science
- Reading
- Exceptional Student Education (ESE)
- ESOL
- Foreign Languages
- School Psychologists
- Industrial Arts/Technology Education

Efforts to Meet the Need

- Alt Cert and EPIs will bring career changers into the profession to meet the need in some critical shortage areas
- Study performed by FIE/UNF indicates that performance based pay may attract more into the teaching profession
- While COEs have difficulty increasing demand others are recruiting into teacher ed programs
 - Miami-Dade College
 - St. Petersburg College
 - Chipola Community College

Current Salary Schedules

- Florida ranks 31st in the nation on average teacher salaries
- Florida ranks 21st in the nation on average beginning teacher salaries
- The rankings do not include Florida's add-ons
- Since the numbers of Florida's teaching force have been growing, a large majority of our teachers are in their first few years of teaching lowering the average teacher salary

2004-05 Compensation Add-Ons

\$ NBCTs = \$67,748,649

\$ Teacher of the Year = \$39,208

\$ AP, IB, and AICE Bonuses = \$67,662,614

\$ Florida Teachers Lead Program = \$16,470,777

\$ Pay for Performance = \$2,966,180

\$ Milken Awards = \$289,274

\$ Tuition Reimbursement = \$1,739,566

\$ Teacher Supplements = \$111,000,000

\$ DROP = earn salary while retirement goes into escrow

Other States' Compensation Plans

- Denver's ProComp Plan
 - Voters passed a \$25 million mill levy to support
 - Teachers, administrators, and specialists developed details
 - The plan rewards teachers with bonuses and salary increases mostly for improved student achievement and working in schools and/or assignments with greatest need. ...However, there are 9 factors that can earn teachers more money

Other States' Compensation Plans

- Charlotte, North Carolina has a similar plan
- Texas governor has put forth an executive order for performance-based pay
- Massachusetts governor is moving forward on a performance-based pay model
- Chattanooga, Tennessee pays teachers to move to low-performing schools \$5000 annual bonus, free tuition toward Master's degree, \$10,000 forgivable mortgage loan, \$2000 for boosting student achievement

Future Efforts

- To propose policies regarding teacher recruitment and retention *directly related to compensation*
 - Scholarships for those pursuing degrees in education - requiring a 4 year commitment to teaching in Florida
 - Increase the amount of money for tuition reimbursement in critical shortage areas (currently a \$1,739,566 appropriation for all reimbursements of critical shortage areas)
 - Revise rule on performance assessment and pay-for-performance