

**Contact Persons**

**Name:** David Ashburn  
Beverly Gregory  
**Phone:** 850/487-3663  
850/922-9740  
**Suncom:** 277-3663  
292-9740  
**E-mail:** ashburd@mail.doe.state.fl.us  
gregorb@mail.doe.state.fl.us  
**DPE:** 01-01

**MEMORANDUM**

**TO:** School District Superintendents  
Chairpersons of District School Boards  
Presidents of Colleges and Universities  
Deans and Directors of Colleges of Education  
Presidents of Community Colleges

**FROM:** David Ashburn

**DATE:** July 10, 2000

**SUBJECT: 2000 Quality Educator Legislation**

As I am sure you are aware, this past session, EDUCATE 2000 (CS/HB63), a major comprehensive educator reform law, was passed. This law makes substantial changes in areas relating to teacher and administrator requirements. Several technical assistance and implementation documents are being prepared to provide school districts, colleges and universities, and community colleges with the information necessary for making the required changes in policy and operations to implement the new law.

This memorandum is one of a series of documents that the Division of Professional Educators staff will be providing you within the next several weeks to address changes in many areas included in EDUCATE 2000 as well as recent revisions to Florida State

Memorandum  
July 10, 2000  
Page Two

Board of Education Rules. These topics will include areas such as:

- ◆ Teacher Certification Requirements
- ◆ Teacher Examination Requirements
- ◆ Teacher Preparation Program Requirements
- ◆ District Professional Development Systems
- ◆ Instructional Personnel Professional Development Plans
- ◆ Professional Educator Practices
- ◆ Mentor Teacher School Program

Because these changes will significantly impact our way-of-work and present new requirements and challenges, we plan to provide the additional information to you as soon as possible. We have great expectations that the quality of our teachers and administrators will be enhanced through implementation of the new initiatives and requirements.

Your continuing cooperation and spirit of partnership in improving our education system are greatly appreciated.

DA/bg

Attachments

*Division of Professional Educators  
Technical Assistance Paper  
Highlights of EDUCATE 2000 (CSCS/HB 63)*

*Name change for Division of Human Resource Development (Section 20.15, F.S.)*

Effective July 1, 2000, the Division of Human Resource Development became the *Division of Professional Educators*.

*Powers and duties of school board (Section 230.23, F.S.)*

- **Instructional positions:** In making recommendations to the school board for filling instructional positions at the school level, the superintendent must consider the nominations made by the principal of the school.

- **Compensation and salary schedules:**

A district school board, in determining the salary schedule for instructional personnel, must consider prior experience in the field of education in positions other than school and district instructional and administrative experience. For example, school boards must consider professional experience such as experience gained in employment in educational publishing, educational materials development, education agencies, education professional organizations, etc.

Beginning June 30, 2002, or the full implementation of an annual assessment of learning gains, whichever occurs later, the district budget shall include a reserve to fund an additional 5 percent salary supplement for school administrators and instructional personnel. This language clarifies that the supplement shall be paid to school administrators and instructional personnel who demonstrate outstanding performance pursuant to Section 231.29, F.S., and is in addition to the regular negotiated salary.

The supplement is paid from the 5 percent reserve funds adopted in the district salary schedule. The supplement is considered wages and is subject to withholding, social security, and retirement.

If a district fails to comply with this performance-based pay requirement by the required date, the Commissioner shall withhold the disbursement of the lottery funds.

- **Parent/guardian information:** District school boards are encouraged to keep parents and guardians informed of student progress and of programs and resources available for student assistance.

- **Assistance and intervention to low performing schools:**

The assistance and intervention to be provided to low-performing schools is expanded. Each school district is to develop a plan to encourage teachers with demonstrated mastery in improving student performance to remain at or transfer to a school designated performance category “D” or “F” or an alternative school serving disruptive or violent youth. The district school board shall make every practical effort to grant requests for assignment for teachers who meet the teaching mastery criteria to a “D” or “F” school or alternative school.

During 2000-2001, the initial year of implementation, the teaching mastery criteria for selection by the principal of classroom teachers to receive a salary supplement are to be determined at the district level on the bases of the teacher’s performance appraisal and student achievement data. Such teachers shall receive a salary supplement of at least \$1,000 but not more than \$3,500. The salary supplement is to be paid each year he or she teaches at the alternative school or at the school with a performance grade of “D” or “F” if provided in the General Appropriations Act. When the annual assessment of learning gains is fully implemented, a teacher’s proven effectiveness for positive learning gains shall be the basis for eligibility for the salary supplements. The supplement received under these provisions is in addition to any other local or state supplement or bonus paid on the basis of performance.

Item 100B in the General Appropriations Act for 2000-2001 allocates \$12,250,000 for the payment of the salary bonuses to teachers in “D” and “F” schools and alternative schools. Proviso language in Item 100B further explains that the Department of Education is to allocate funds based on each district’s proportion of the state total of classroom teachers in 1999-2000 in “D” and “F” and alternative schools. The bonuses may be paid to outstanding teachers employed during 1999-2000 and to teachers recruited by the principal for 2000-2001. The school board shall review the teacher and student performance data supporting each bonus payment and shall approve the payment. These bonus payments are to be made no later than October 1, 2000. Further information may be found in a technical assistance “Questions & Answers” document that is to be provided to school districts by Wayne Pierson, Deputy Commissioner of Planning, Budgeting, and Management.

**NOTE:** Until student learning gains are established, the determination of teaching mastery shall be a local decision. Rules to determine measures to define teaching mastery will be proposed when the state student learning gains system is implemented.

District school boards are encouraged to prioritize expenditures of the supplemental academic instruction categorical funds to improve student performance in schools that receive a performance grade of “D” or “F.”

**Superintendent of schools leadership development and stipends (Section 230.303, F.S.)**

The responsibility to provide a leadership development program for elected district superintendents is assigned to the Department of Education rather than the Florida Council on Education Management that has been dissolved. Upon successful completion of the program and successful performance, the superintendent is issued a Chief Executive Officer Leadership Development Certificate by the Department and shall be given an annual salary incentive of not less than \$3,000 and not more than \$7,500. The amount of the stipend is determined by the evaluation team's review and scoring of the superintendent's leadership program documents.

**Teachers assigned out-of-field teaching duties (Section 231.095, F.S.)**

The options by which a teacher may be classified as teaching in-field have been expanded. A teacher is designated out-of-field and parents or guardians notified of such designation only if the teacher is assigned:

1. outside the field in which the teacher is certified,
2. outside the field that was the teacher's minor field of study, or
3. outside the field in which the teacher has demonstrated sufficient subject area expertise. The school district shall determine sufficient subject expertise.

**Florida Mentor Teacher School Pilot Program (Section 231.700, F.S.)**

A new pilot program is established for selected schools to plan and design mentor teacher programs that will comply with the statute and criteria to be developed by the Department. The pilot programs shall be implemented in the 2001-2002 school year. The General Appropriations Act includes \$1 million to be distributed by the Department of Education to up to twenty school sites with each site receiving \$50,000.

The pilot programs must provide five-level career paths from education paraprofessional up to the mentor teacher level. The mentor teacher shall earn a salary at least twice the district's average classroom teacher's salary not to exceed \$70,000. Fifty percent of the mentor teacher's salary incentive shall be based on increased student achievement of the students assigned to the mentor teacher and the teachers in the cluster supervised by the mentor teacher.

In the near future, each school district will receive more detailed information and application packets outlining all requirements and the process for schools that want to apply for consideration by the Commissioner as a Florida Mentor Teacher School Pilot Program.

**Excellent Teaching Program (ETP) (Section 236.08106, F.S.)**

The Excellent Teaching Program was amended to allow National Board Certified teachers to provide mentoring services that are approved by the employing school district to teachers throughout the state, not just within the teacher's district. The \$1800

cap for payment of the application fee subsidy was removed. The state will continue to pay 90 percent of the National Board application fee, which is \$2,070 for the 2000-2001 year.

Proviso language in the General Appropriation Act Item 90 authorizes the Department of Education to pay school districts the amount of the employer's share of Social Security and Medicare taxes (7.65%) for the teachers who qualify for the National Board certification salary and mentoring bonuses. Thus, the bonus payments sent to school districts will include the additional 7.65 percent.

**Proviso Language in Budget Item 79A, Teacher Recruitment and Retention Bonuses.**  
Please refer to a technical assistance "Questions & Answers" document sent to school districts by Wayne Pierson, Deputy Commissioner of Planning, Budgeting, and Management.