



# Statistical Brief

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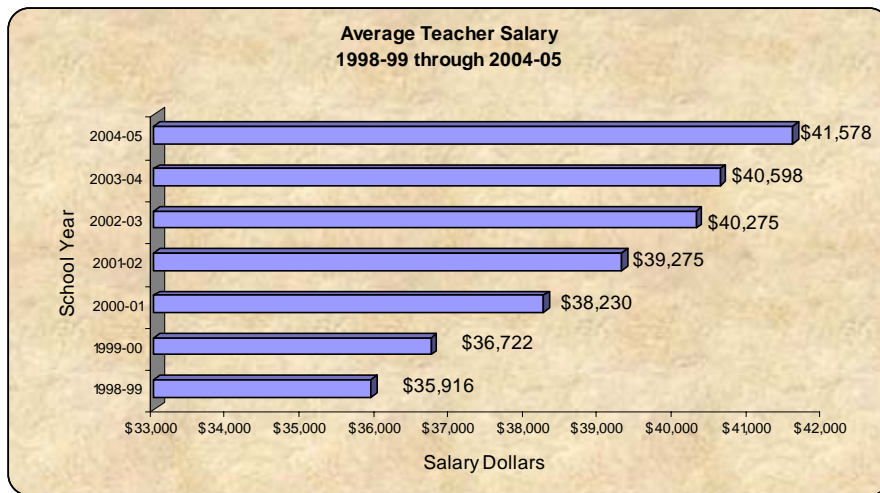
## Teacher\* Salary, Experience, and Degree Level 2004-05

### Average Salaries

The average salary paid to a Florida public school teacher in the school year 2004-05 was \$41,578. This represents an increase of \$980 (2.41 percent) over the average salary of \$40,598 for the 2003-04 school year.

Figure 1 reflects the increases in average teacher salaries in Florida public schools over the past seven years. There has been a gain of \$5,662 since 1998-99, which represents a 15.76 percent increase over the seven-year period.

**Figure 1**  
**Average Teacher\* Salary**  
**1998-99 through 2004-05**



\*A professional paid on the instructional salary schedule negotiated by a Florida school district.  
Data Source: Florida DOE Staff Database, Payroll Data: Survey 3, February 7-11, 2005, as of May 24, 2005; Experience Data: Survey 2, October 11-15, 2004, as of June 13, 2005.

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# Education Information and Accountability Services

Table 1 shows the variation that exists in average teacher salaries for the 67 school districts. When considering all degrees, average salaries range from a low of \$29,848 for a doctorate degree in Gadsden County to a high of \$60,190 for a doctorate in Dade County, a difference of \$30,342.

**Table 1\*\*  
Lowest and Highest  
District Average Teacher\* Salary by Degree, 2004-05**

Degree Level	Lowest		Highest		Difference	
	Salary	District	Salary	District	Dollars	Percent
Bachelor's	30,672	Union	44,476	Monroe	13,804	45.01
Master's	34,882	Gadsden	51,513	Collier	16,631	47.68
Specialist	33,819	Union	59,413	Sarasota	25,594	75.68
Doctorate	29,848	Gadsden	60,190	Dade	30,342	101.66
All Degrees	32,451	Union	47,300	Dade	14,849	45.76

Table 2 shows a summary of the average teacher salary by degree level for a three-year period. In 2004-05, teachers with bachelor's degrees had a 2.34 percent average increase in salary, teachers with master's degrees received an average increase of 2.56 percent, teachers with specialist degrees received an average increase of 2.75 percent, and teachers with doctorate degrees received an average increase of 2.36 percent. The statewide average for all degrees rose 2.41 percent (\$980). Beginning with the 2001-02 school year, average teacher salaries for University laboratory schools are included if reported.

**Table 2\*\*  
Changes in Statewide Average Teacher\* Salary, 2002-03 through 2004-05**

Degree Level	Statewide Average Salary			Difference in Statewide Average Salary			
				2002-03 to 2003-04		2003-04 to 2004-05	
	2002-03	2003-04	2004-05	Dollars	Percent	Dollars	Percent
Bachelor's	37,335	37,637	38,516	302	0.81	879	2.34
Master's	44,070	44,536	45,678	466	1.06	1,142	2.56
Specialist	51,296	52,258	53,695	962	1.88	1,437	2.75
Doctorate	50,397	50,847	52,047	450	0.89	1,200	2.36
All Degrees	40,275	40,598	41,578	323	0.80	980	2.41

Table 3 shows 2004-05 average teacher salaries by degree level for each district and the state.

**Cautionary Note**

In Florida, each public school district, after collective bargaining activities, adopts a salary schedule for instructional personnel in that district. In some school districts, a salary schedule for the school year is negotiated and adopted after the collection of salary data for that school year by the Department of Education (DOE). In many of these districts, the final negotiated salary schedule provides retroactive pay to instructional personnel for the entire school year. When this happens, the salary information on the DOE Staff Database does not reflect the subsequent salary increase for that district.

The DOE has taken the following steps to clarify for users the salary information presented in this publication. First, for any table in which districts had not negotiated a new salary schedule prior to reporting, that table is footnoted. Second, beginning in 1998-99, rather than using survey 2 (October) salary data, this publication uses survey 3 (February) data in order to report as many salary increases as possible. Finally, comparison charts and tables have been footnoted to indicate instances in which the timeframe of salary adoption by districts might have a bearing on the comparison being presented.

Users of teacher salary data are advised to be aware of this and other factors affecting the data when making judgements and drawing conclusions based on these data.

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database: Survey 3 data, February 7-11, 2005, as of June 13, 2005.

\*\*Please refer to the Cautionary Note.

**Table 3**  
**Average Teacher\* Salaries By Degree Level (Salary Pay Lane), 2004-05**

DISTRICT NUMBER/NAME	BACHELOR'S		MASTER'S		SPECIALIST		DOCTORATE		ALL DEGREES	
	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY
01 ALACHUA	827	33,223	921	38,433	118	41,733	49	45,551	1,915	36,569
02 BAKER	214	34,469	82	43,746	1	51,155	1	52,110	298	37,137
03 BAY	1,124	36,619	619	41,702	46	45,025	16	45,754	1,805	38,658
04 BRADFORD	193	34,692	71	41,188	6	36,017	2	49,909	272	36,529
05 BREVARD	2,962	36,884	1,791	43,325	45	48,580	43	46,259	4,841	39,459
06 BROWARD	10,887	42,463	4,819	46,975	360	51,264	233	50,571	16,299	44,107
07 CALHOUN	109	34,446	69	38,323	2	35,130	1	39,085	181	35,957
08 CHARLOTTE	607	37,830	510	46,128	23	51,549	15	55,415	1,155	41,996
09 CITRUS	622	37,035	460	44,038	15	45,069	8	49,599	1,105	40,151
10 CLAY	1,519	36,354	703	41,434	11	52,315	13	46,238	2,246	38,079
11 COLLIER	1,403	41,268	1,185	51,513	40	55,242	38	58,580	2,666	46,278
12 COLUMBIA	428	35,790	235	43,213	8	46,115	6	47,541	677	38,593
13 DADE	10,925	41,885	8,232	50,820	2,014	58,972	518	60,190	21,689	47,300
14 DESOTO	253	36,271	67	43,712	3	47,964	3	35,177	326	37,898
15 DIXIE	95	36,489	38	42,475	3	47,246	0	0	136	38,399
16 DUVAL	5,502	38,501	2,499	46,472	50	52,344	60	48,767	8,111	41,118
17 ESCAMBIA	1,775	33,664	1,223	40,030	50	43,180	23	40,675	3,071	36,407
18 FLAGLER	363	39,411	208	46,775	5	47,226	3	53,860	579	42,199
19 FRANKLIN	47	33,700	40	40,645	6	38,962	1	51,274	94	37,178
20 GADSDEN	302	31,514	146	34,882	6	37,884	4	29,848	458	32,656
21 GILCHRIST	131	34,552	67	39,439	3	42,586	4	36,855	205	36,312
22 GLADES	61	37,266	25	42,870	2	44,924	0	0	88	39,032
23 GULF	94	36,087	61	41,389	1	48,433	0	0	156	38,240
24 HAMILTON	102	35,163	34	41,491	3	40,601	1	47,311	140	36,903
25 HARDEE	273	37,868	71	43,190	3	55,344	1	49,887	348	39,139
26 HENDRY	339	37,723	115	44,025	6	50,426	4	37,559	464	39,448
27 HERNANDO	915	33,583	496	40,630	16	39,336	10	47,660	1,437	36,177
28 HIGHLANDS	587	36,976	225	44,252	3	46,565	8	46,175	823	39,090
29 HILLSBOROUGH	8,227	36,176	4,690	42,968	220	50,157	164	47,706	13,301	38,944
30 HOLMES	140	33,560	90	40,657	0	0	0	0	230	36,337
31 INDIAN RIVER	663	37,086	301	43,311	48	47,631	10	47,635	1,022	39,518
32 JACKSON	299	32,936	209	40,291	29	45,889	1	45,155	538	36,514
33 JEFFERSON	69	33,486	27	39,275	2	34,125	0	0	98	35,094
34 LAFAYETTE	56	32,342	19	38,005	2	42,358	0	0	77	33,999
35 LAKE	1,646	36,595	769	42,952	0	0	19	44,744	2,434	38,667
36 LEE	2,719	38,767	1,431	46,753	66	50,353	59	47,409	4,275	41,738
37 LEON	1,172	36,786	942	43,064	60	47,523	34	49,901	2,208	39,958
38 LEVY	276	37,093	124	41,647	9	41,956	4	39,420	413	38,589
39 LIBERTY	65	33,995	24	40,738	0	0	0	0	89	35,813
40 MADISON	116	33,059	64	40,469	4	39,786	0	0	184	35,783
41 MANATEE	1,442	37,843	1,033	45,424	49	54,893	39	50,871	2,563	41,422
42 MARION	1,752	36,400	776	42,449	62	47,761	22	47,287	2,612	38,558
43 MARTIN	694	39,848	416	45,665	20	53,459	12	52,419	1,142	42,337
44 MONROE	354	44,476	227	50,845	3	49,718	9	45,201	593	46,951
45 NASSAU	430	37,509	243	44,547	2	43,603	2	42,925	677	40,070
46 OKALOOSA	1,157	39,570	744	47,148	44	51,937	28	59,667	1,973	42,989
47 OKEECHOBEE	369	37,661	97	46,756	8	49,220	0	0	474	39,717
48 ORANGE	7,790	37,561	4,083	43,793	123	47,687	115	47,132	12,111	39,856
49 OSCEOLA	1,753	35,759	897	42,532	58	44,608	29	47,654	2,737	38,292
50 PALM BEACH	7,185	43,120	3,768	51,291	115	57,235	114	56,473	11,182	46,154
51 PASCO	2,634	36,925	1,379	43,260	44	45,131	33	46,144	4,090	39,224
52 PINELLAS	4,892	38,978	2,941	44,095	125	49,419	62	48,666	8,020	41,092
53 POLK	4,349	35,321	1,514	42,770	69	47,667	32	43,066	5,964	37,396
54 PUTNAM	531	37,416	248	46,027	13	47,911	3	53,252	795	40,334
55 ST. JOHNS	948	38,506	603	45,147	10	52,418	15	45,469	1,576	41,202
56 ST. LUCIE	1,309	37,421	717	44,694	36	52,366	20	48,742	2,082	40,293
57 SANTA ROSA	1,030	35,634	527	42,818	16	42,204	13	42,222	1,586	38,141
58 SARASOTA	1,279	38,711	1,583	49,369	10	59,413	53	55,431	2,925	44,853
59 SEMINOLE	2,330	35,328	1,733	43,375	114	50,454	67	52,811	4,244	39,296
60 SUMTER	242	38,288	110	44,440	6	46,858	0	0	358	40,322
61 SUWANNEE	274	39,181	107	45,675	4	46,415	3	39,886	388	41,052
62 TAYLOR	148	34,793	73	46,794	4	53,883	4	43,517	229	39,104
63 UNION	105	30,672	47	36,363	1	33,819	1	34,039	154	32,451
64 VOLUSIA	2,704	36,510	1,724	44,479	114	49,699	49	49,282	4,591	39,967
65 WAKULLA	178	34,430	115	40,235	8	42,293	1	48,950	302	36,897
66 WALTON	266	37,940	133	44,475	6	44,706	5	49,140	410	40,296
67 WASHINGTON	160	35,393	104	43,692	5	45,667	0	0	269	38,793
<b>SUBTOTAL/AVG</b>	<b>104,412</b>	<b>38,520</b>	<b>59,644</b>	<b>45,684</b>	<b>4,358</b>	<b>53,707</b>	<b>2,087</b>	<b>52,078</b>	<b>170,501</b>	<b>41,581</b>
68 DEAF/BLIND	83	37,257	63	46,923	0	0	0	0	146	41,428
69 DOZIER/OKEEC	22	43,658	11	50,231	3	55,575	1	48,754	37	46,716
71 FL VIRTUAL	53	40,939	65	47,056	0	0	1	46,155	119	44,324
72 FAU LAB SCH	18	34,923	13	44,837	2	58,247	1	38,887	34	40,202
73 FSU LAB SCH	26	29,495	6	31,630	0	0	0	0	32	29,896
74 FAMU LAB SCH	22	28,691	18	40,890	1	30,848	0	0	41	34,100
75 UF LAB SCH	15	32,051	43	35,813	11	49,744	5	43,478	74	37,639
<b>STATE TOT/AVG</b>	<b>104,651</b>	<b>38,516</b>	<b>59,863</b>	<b>45,678</b>	<b>4,375</b>	<b>53,695</b>	<b>2,095</b>	<b>52,047</b>	<b>170,984</b>	<b>41,578</b>

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database: Survey 3 data, February 7-11, 2005, as of June 13, 2005.

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**Degree Level\*\***

Table 4 shows that over the three-year period from 2002-03 through 2004-05, the number of teachers overall has increased continuously. The percentage of teachers at the bachelor's degree level is slightly more than 60 percent each year. The percentage of teachers at the master's degree level decreased slightly from 35.56 in 2002-03 to 35.01 in 2003-04, and remained at 35.01 in 2004-05. The percentage of teachers at the specialist and doctorate degree levels combined decreased from 3.98 in 2002-03 to 3.85 in 2003-04; and to 3.79 in 2004-05.

**Table 4**  
**Teachers\* by Degree Level\*\*, Statewide**  
**2002-03 through 2004-05**

Degree Level	2002-03		2003-04		2004-05	
	Number	Percent	Number	Percent	Number	Percent
Bachelor's	92,944	60.46	98,485	61.14	104,651	61.21
Master's	54,665	35.56	56,401	35.01	59,863	35.01
Specialist	4,296	2.79	4,237	2.63	4,375	2.56
Doctorate	1,825	1.19	1,968	1.22	2,095	1.23
All Degrees	153,730	100.00	161,091	100.00	170,984	100.00

Table 5, page 6, shows the number and percentage of teachers in each degree level for each district and the state for 2004-05. Teachers with a bachelor's as their highest degree level account for 61.21 percent of all teachers, while those with a master's degree account for 35.01 percent. Teachers at the specialist or doctorate degree level account for the remaining 3.79 percent. Across the districts, a wide variation exists in the percentage of teachers paid at each degree level. Shown below are the districts having the greatest proportion of teachers at each degree level.

Bachelor's	Hardee County	78.45%
Master's	Sarasota County	54.12%
Specialist	Dade County	9.29%
Doctorate	Alachua County	2.56%

**Experience**

Table 6, page 7, shows the average number of years of teaching experience at each degree level for each district and the state. In 2004-05, the state average number of years of experience ranges from 10.33 for teachers with a bachelor's degree to 18.87 for teachers with a specialist degree. Teachers with a master's degree average 15.55 years of experience statewide, and those with a doctorate average 16.25 years of experience. For all degree levels, Florida teachers currently average 12.48 years of teaching experience.

The average number of years of experience includes both public and private teaching experience from within and outside the state. Since the average number of years of experience of teachers also greatly impacts the average salary for teachers, this factor should be taken into consideration when comparing average teacher salaries of the districts. One district's average salary may be considerably higher than another's, and the experience level might also be considerably greater.

**Salary Range**

Table 7, page 8 shows the minimum and maximum salaries by degree level for each district. The salaries shown for a district are the minimum and maximum negotiated salaries for each degree level\*\* and may not reflect an actual salary paid to a teacher for the school year. Salaries for teachers at a bachelor's degree level ranged from a low (minimum) of \$25,589 in Holmes County to a high (maximum) of \$63,254 in Broward County.

**Median Salaries**

Median salaries for Florida public school teachers by degree level are shown in Table 8, page 9. For calculating median salaries, all salaries are arranged in order from the lowest to the highest. The point on the range of salaries where there is an equal number of teachers above and below is the median. The median salary for all Florida school

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\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database: Survey 3 data, February 7-11, 2005, as of June 13, 2005.

\*\*These data represent the salary schedule pay lane at which instructional employees are paid.

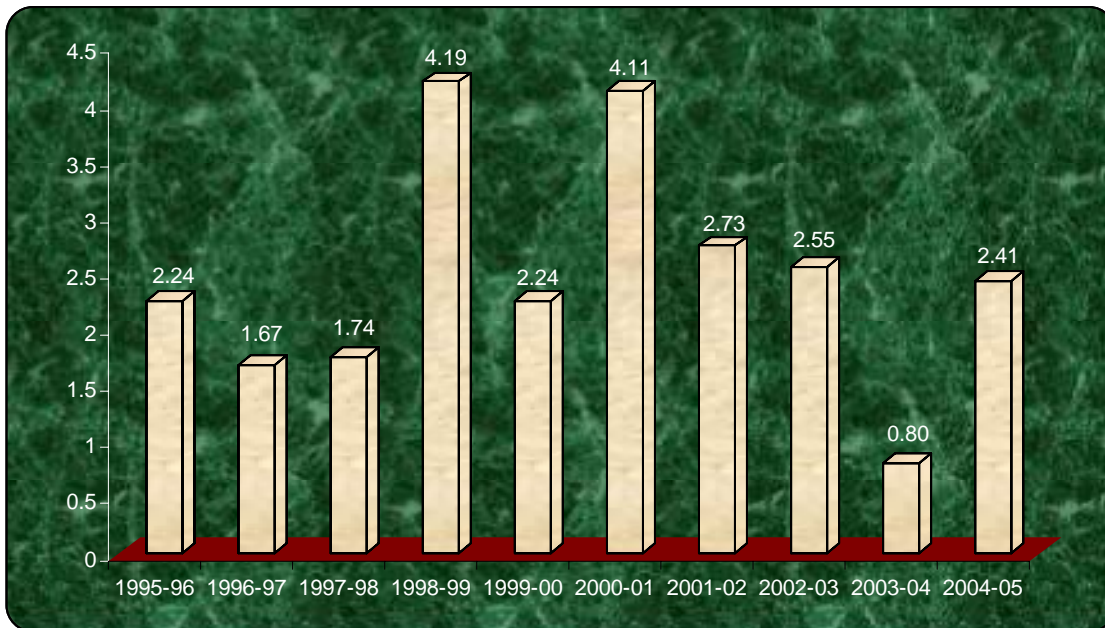
districts in 2004-05 is \$37,961. Across all districts, the median salary for all degrees ranges from a low of \$27,476 in Hendry County to a high of \$62,747 in Sarasota County.

### Comparison of Average Salaries

Table 9, page 10, shows average teacher salaries for selected school years since 1995-96. There has been an increase of \$8,248 since 1995-96, which is a 24.75 percent increase over the last ten years.

Figure 2 shows the percent increase of average teacher salaries for the past ten years. The highest percent increase over the previous year was in 1998-99 at 4.19 percent. The second highest increase (4.11 percent) over the previous year occurred in 2000-01. From 1995-96 through 2004-05, the increases were between 0.80 and 4.19 percent. The average teacher salary increased from 2003-04 to 2004-05 by 2.41 percent.

**Figure 2\*\***  
**Annual Percent Increase of Average Teacher\* Salaries**  
**1995-96 through 2004-05**



### Other Considerations

Various factors affect Florida's average teacher salary figures and should be taken into consideration when analyzing and comparing district-to-district or district-to-state average salaries. These factors include: (1) the number of instructional personnel in the district; (2) the type of degree of the individual; (3) the number of years of experience; and (4) whether the teacher is paid from an in-field or out-of-field contract. In addition, salaries paid by a school district for noncontracted teachers (e.g., temporary teachers, some permanent substitutes, and some full-time substitutes) may not be reflected in district or state totals.

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database: Survey 3 data, February 7-11, 2005, as of June 13, 2005.

\*\*Please refer to the Cautionary Note on page 2.

**Table 5  
Teachers by Degree Level (Salary Pay Lane) by District, 2004-05**

DISTRICT NUMBER/NAME	BACHELOR'S		MASTER'S		SPECIALIST		DOCTORATE		ALL DEGREES NUMBER
	NUMBER OF TEACHERS	PERCENT OF TOTAL	NUMBER OF TEACHERS	PERCENT OF TOTAL	NUMBER OF TEACHERS	PERCENT OF TOTAL	NUMBER OF TEACHERS	PERCENT OF TOTAL	
01 ALACHUA	827	43.19	921	48.09	118	6.16	49	2.56	1,915
02 BAKER	214	71.81	82	27.52	1	0.34	1	0.34	298
03 BAY	1,124	62.27	619	34.29	46	2.55	16	0.89	1,805
04 BRADFORD	193	70.96	71	26.10	6	2.21	2	0.74	272
05 BREVARD	2,962	61.19	1,791	37.00	45	0.93	43	0.89	4,841
06 BROWARD	10,887	66.80	4,819	29.57	360	2.21	233	1.43	16,299
07 CALHOUN	109	60.22	69	38.12	2	1.10	1	0.55	181
08 CHARLOTTE	607	52.55	510	44.16	23	1.99	15	1.30	1,155
09 CITRUS	622	56.29	460	41.63	15	1.36	8	0.72	1,105
10 CLAY	1,519	67.63	703	31.30	11	0.49	13	0.58	2,246
11 COLLIER	1,403	52.63	1,185	44.45	40	1.50	38	1.43	2,666
12 COLUMBIA	428	63.22	235	34.71	8	1.18	6	0.89	677
13 DADE	10,925	50.37	8,232	37.95	2,014	9.29	518	2.39	21,689
14 DESOTO	253	77.61	67	20.55	3	0.92	3	0.92	326
15 DIXIE	95	69.85	38	27.94	3	2.21	0	0.00	136
16 DUVAL	5,502	67.83	2,499	30.81	50	0.62	60	0.74	8,111
17 ESCAMBIA	1,775	57.80	1,223	39.82	50	1.63	23	0.75	3,071
18 FLAGLER	363	62.69	208	35.92	5	0.86	3	0.52	579
19 FRANKLIN	47	50.00	40	42.55	6	6.38	1	1.06	94
20 GADSDEN	302	65.94	146	31.88	6	1.31	4	0.87	458
21 GILCHRIST	131	63.90	67	32.68	3	1.46	4	1.95	205
22 GLADES	61	69.32	25	28.41	2	2.27	0	0.00	88
23 GULF	94	60.26	61	39.10	1	0.64	0	0.00	156
24 HAMILTON	102	72.86	34	24.29	3	2.14	1	0.71	140
25 HARDEE	273	78.45	71	20.40	3	0.86	1	0.29	348
26 HENDRY	339	73.06	115	24.78	6	1.29	4	0.86	464
27 HERNANDO	915	63.67	496	34.52	16	1.11	10	0.70	1,437
28 HIGHLANDS	587	71.32	225	27.34	3	0.36	8	0.97	823
29 HILLSBOROUGH	8,227	61.85	4,690	35.26	220	1.65	164	1.23	13,301
30 HOLMES	140	60.87	90	39.13	0	0.00	0	0.00	230
31 INDIAN RIVER	663	64.87	301	29.45	48	4.70	10	0.98	1,022
32 JACKSON	299	55.58	209	38.85	29	5.39	1	0.19	538
33 JEFFERSON	69	70.41	27	27.55	2	2.04	0	0.00	98
34 LAFAYETTE	56	72.73	19	24.68	2	2.60	0	0.00	77
35 LAKE	1,646	67.63	769	31.59	0	0.00	19	0.78	2,434
36 LEE	2,719	63.60	1,431	33.47	66	1.54	59	1.38	4,275
37 LEON	1,172	53.08	942	42.66	60	2.72	34	1.54	2,208
38 LEVY	276	66.83	124	30.02	9	2.18	4	0.97	413
39 LIBERTY	65	73.03	24	26.97	0	0.00	0	0.00	89
40 MADISON	116	63.04	64	34.78	4	2.17	0	0.00	184
41 MANATEE	1,442	56.26	1,033	40.30	49	1.91	39	1.52	2,563
42 MARION	1,752	67.08	776	29.71	62	2.37	22	0.84	2,612
43 MARTIN	694	60.77	416	36.43	20	1.75	12	1.05	1,142
44 MONROE	354	59.70	227	38.28	3	0.51	9	1.52	593
45 NASSAU	430	63.52	243	35.89	2	0.30	2	0.30	677
46 OKALOOSA	1,157	58.64	744	37.71	44	2.23	28	1.42	1,973
47 OKEECHOBEE	369	77.85	97	20.46	8	1.69	0	0.00	474
48 ORANGE	7,790	64.32	4,083	33.71	123	1.02	115	0.95	12,111
49 OSCEOLA	1,753	64.05	897	32.77	58	2.12	29	1.06	2,737
50 PALM BEACH	7,185	64.26	3,768	33.70	115	1.03	114	1.02	11,182
51 PASCO	2,634	64.40	1,379	33.72	44	1.08	33	0.81	4,090
52 PINELLAS	4,892	61.00	2,941	36.67	125	1.56	62	0.77	8,020
53 POLK	4,349	72.92	1,514	25.39	69	1.16	32	0.54	5,964
54 PUTNAM	531	66.79	248	31.19	13	1.64	3	0.38	795
55 ST. JOHNS	948	60.15	603	38.26	10	0.63	15	0.95	1,576
56 ST. LUCIE	1,309	62.87	717	34.44	36	1.73	20	0.96	2,082
57 SANTA ROSA	1,030	64.94	527	33.23	16	1.01	13	0.82	1,586
58 SARASOTA	1,279	43.73	1,583	54.12	10	0.34	53	1.81	2,925
59 SEMINOLE	2,330	54.90	1,733	40.83	114	2.69	67	1.58	4,244
60 SUMTER	242	67.60	110	30.73	6	1.68	0	0.00	358
61 SUWANNEE	274	70.62	107	27.58	4	1.03	3	0.77	388
62 TAYLOR	148	64.63	73	31.88	4	1.75	4	1.75	229
63 UNION	105	68.18	47	30.52	1	0.65	1	0.65	154
64 VOLUSIA	2,704	58.90	1,724	37.55	114	2.48	49	1.07	4,591
65 WAKULLA	178	58.94	115	38.08	8	2.65	1	0.33	302
66 WALTON	266	64.88	133	32.44	6	1.46	5	1.22	410
67 WASHINGTON	160	59.48	104	38.66	5	1.86	0	0.00	269
<b>SUBTOTAL/AVG</b>	<b>104,412</b>	<b>61.24</b>	<b>59,644</b>	<b>34.98</b>	<b>4,358</b>	<b>2.56</b>	<b>2,087</b>	<b>1.22</b>	<b>170,501</b>
68 DEAF/BLIND	83	56.85	63	43.15	0	0.00	0	0.00	146
69 DOZIER/OKEEC	22	59.46	11	29.73	3	8.11	1	2.70	37
71 FL VIRTUAL	53	44.54	65	54.62	0	0.00	1	0.84	119
72 FAU LAB SCH	18	52.94	13	38.24	2	5.88	1	2.94	34
73 FSU LAB SCH	26	81.25	6	18.75	0	0.00	0	0.00	32
74 FAMU LAB SCH	22	53.66	18	43.90	1	2.44	0	0.00	41
75 UF LAB SCH	15	20.27	43	58.11	11	14.86	5	6.76	74
<b>STATE TOT/AVG</b>	<b>104,651</b>	<b>61.21</b>	<b>59,863</b>	<b>35.01</b>	<b>4,375</b>	<b>2.56</b>	<b>2,095</b>	<b>1.23</b>	<b>170,984</b>

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database: Survey 3 data, February 7-11, 2005, as of June 13, 2005.

**Table 6**  
**Average Years of Experience by Degree Level, 2004-05**

DISTRICT NUMBER/NAME	BACHELOR'S	MASTER'S	SPECIALIST	DOCTORATE	ALL DEGREES
01 ALACHUA	12.15	16.59	18.80	19.19	14.89
02 BAKER	12.57	21.44	35.00	22.00	15.39
03 BAY	13.34	16.99	20.03	16.83	14.59
04 BRADFORD	12.22	17.71	6.50	32.66	13.87
05 BREVARD	10.80	16.53	21.79	16.97	13.04
06 BROWARD	10.61	14.41	18.13	16.03	11.98
07 CALHOUN	12.22	15.02	9.50	15.00	13.28
08 CHARLOTTE	10.93	17.66	18.13	20.31	14.15
09 CITRUS	11.81	18.75	16.66	22.37	14.81
10 CLAY	10.94	14.35	8.75	10.15	11.94
11 COLLIER	8.68	14.14	16.65	16.81	11.28
12 COLUMBIA	11.77	17.38	20.37	20.50	13.97
13 DADE	8.62	14.88	19.61	17.34	12.20
14 DESOTO	12.78	17.48	5.00	2.75	13.67
15 DIXIE	11.50	16.81	14.33	0.00	12.99
16 DUVAL	11.79	17.63	21.15	14.71	13.78
17 ESCAMBIA	7.00	12.45	13.52	12.25	9.31
18 FLAGLER	10.70	12.97	9.75	14.75	11.59
19 FRANKLIN	11.63	18.15	12.50	29.00	14.51
20 GADSDEN	12.07	17.71	13.25	4.75	13.83
21 GILCHRIST	10.40	15.90	14.00	8.66	12.26
22 GLADES	9.38	13.69	16.50	0.00	10.82
23 GULF	14.71	18.03	0.00	0.00	15.91
24 HAMILTON	12.29	11.39	31.50	31.00	12.55
25 HARDEE	11.43	15.20	11.66	15.00	12.22
26 HENDRY	5.86	9.44	16.83	3.66	6.88
27 HERNANDO	9.27	16.71	9.00	20.40	11.52
28 HIGHLANDS	12.31	20.10	17.00	19.50	14.53
29 HILLSBOROUGH	9.41	14.71	15.44	12.08	11.38
30 HOLMES	9.54	16.41	0.00	0.00	12.24
31 INDIAN RIVER	11.19	14.99	17.93	14.00	12.65
32 JACKSON	11.12	20.43	23.90	22.00	15.49
33 JEFFERSON	15.17	20.17	14.50	0.00	16.62
34 LAFAYETTE	10.88	16.57	11.50	0.00	12.36
35 LAKE	7.89	12.33	0.00	10.80	9.12
36 LEE	10.39	17.77	20.43	16.11	13.09
37 LEON	11.79	17.24	21.77	21.28	14.52
38 LEVY	13.29	16.66	15.60	6.75	14.33
39 LIBERTY	9.82	17.48	0.00	0.00	11.90
40 MADISON	12.43	21.27	20.00	0.00	15.75
41 MANATEE	9.74	14.57	18.87	14.10	11.95
42 MARION	11.13	16.50	18.84	15.36	12.98
43 MARTIN	11.20	14.80	19.19	13.90	12.65
44 MONROE	10.54	13.82	7.00	6.50	11.61
45 NASSAU	7.30	13.38	15.50	9.00	9.54
46 OKALOOSA	11.75	17.32	17.30	22.42	14.09
47 OKEECHOBEE	11.66	19.91	19.11	0.00	13.66
48 ORANGE	10.78	14.88	17.91	15.78	12.46
49 OSCEOLA	7.42	13.62	15.07	15.39	9.69
50 PALM BEACH	10.45	14.82	18.56	17.18	12.18
51 PASCO	9.50	14.93	12.66	13.26	11.40
52 PINELLAS	12.74	16.67	19.25	17.20	14.32
53 POLK	9.34	16.72	20.16	13.00	11.39
54 PUTNAM	12.92	18.13	11.25	22.00	14.66
55 ST. JOHNS	10.92	15.89	17.50	14.41	12.88
56 ST. LUCIE	11.52	16.48	19.46	15.66	13.48
57 SANTA ROSA	11.60	17.87	15.50	17.30	13.78
58 SARASOTA	9.26	14.39	24.18	14.37	12.19
59 SEMINOLE	12.12	17.13	20.89	21.98	14.69
60 SUMTER	13.40	18.46	21.00	0.00	14.89
61 SUWANNEE	12.87	18.27	15.00	9.00	14.41
62 TAYLOR	7.54	18.16	13.71	9.33	11.02
63 UNION	9.95	13.67	10.00	8.00	11.09
64 VOLUSIA	10.68	16.80	20.85	18.17	13.32
65 WAKULLA	11.00	17.15	20.00	2.00	13.54
66 WALTON	9.78	14.15	9.20	13.25	11.20
67 WASHINGTON	11.35	18.93	16.00	35.00	14.42
<b>SUBTOTAL/AVG</b>	<b>10.33</b>	<b>15.55</b>	<b>18.88</b>	<b>16.26</b>	<b>12.48</b>
68 DEAF/BLIND					
69 DOZIER/OKEEC	8.31	12.08	7.50	7.00	9.55
71 FL VIRTUAL					
72 FAU LAB SCH					
73 FSU LAB SCH					
74 FAMU LAB SCH					
75 UF LAB SCH					
<b>STATE TOT/AVG</b>	<b>10.33</b>	<b>15.55</b>	<b>18.87</b>	<b>16.25</b>	<b>12.48</b>

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database, Survey 2 data, October 11-15, 2005, as of June 13, 2005.

**Table 7**  
**Minimum/Maximum Teacher\* Salaries By Degree Level, 2004-05**

DISTRICT NUMBER/NAME	BACHELOR'S		MASTER'S		SPECIALIST		DOCTORATE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
01 ALACHUA	27,625	45,325	29,225	49,400	30,425	52,500	31,425	55,875
02 BAKER	28,400	48,050	30,600	50,250	31,505	51,155	32,460	52,110
03 BAY	28,080	48,086	30,309	50,669	32,000	52,388	33,665	54,109
04 BRADFORD	26,654	47,645	29,154	50,145	29,854	50,845	30,654	51,645
05 BREVARD	30,500	50,235	32,985	52,720	34,190	53,925	35,410	55,145
06 BROWARD	34,000	63,254	37,000	66,254	39,500	68,754	40,700	69,954
07 CALHOUN	27,680	42,390	29,480	44,190	30,530	45,240	31,555	46,265
08 CHARLOTTE	30,600	50,000	34,150	53,550	36,150	55,550	37,750	57,150
09 CITRUS	29,600	46,125	31,600	48,125	32,600	49,125	33,600	50,125
10 CLAY	30,500	52,000	32,200	53,700	32,900	54,400	33,500	55,000
11 COLLIER	31,948	55,146	34,018	60,602	35,518	62,602	36,518	65,602
12 COLUMBIA	27,500	48,050	30,300	50,850	31,450	52,000	32,650	53,200
13 DADE	33,275	61,325	36,275	64,325	38,275	66,325	40,275	68,325
14 DESOTO	29,831	40,158	32,064	42,950	32,761	43,649	34,159	44,486
15 DIXIE	29,000	45,320	31,300	47,620	31,800	48,120	32,000	48,320
16 DUVAL	31,000	54,226	32,000	57,246	33,380	58,592	34,671	60,489
17 ESCAMBIA	27,252	45,639	28,952	48,139	29,852	48,739	30,552	49,239
18 FLAGLER	33,129	51,203	35,879	54,177	37,379	55,800	38,629	57,152
19 FRANKLIN	26,000	40,134	28,815	44,872	30,336	47,241	31,859	49,613
20 GADSDEN	26,547	40,427	27,697	41,577	28,197	42,077	28,797	42,677
21 GILCHRIST	27,399	43,290	29,299	45,190	29,709	45,600	30,279	46,170
22 GLADES	30,000	48,300	31,500	50,715	33,500	53,935	33,500	53,935
23 GULF	28,076	44,936	29,877	47,162	31,077	48,433	32,254	49,703
24 HAMILTON	27,675	43,311	30,175	45,811	31,175	46,811	31,675	47,311
25 HARDEE	29,000	46,612	30,972	49,782	31,262	50,248	31,523	50,667
26 HENDRY	30,200	47,160	32,140	49,100	33,050	50,000	34,860	51,810
27 HERNANDO	29,400	45,800	31,600	48,000	32,700	49,100	33,300	49,700
28 HIGHLANDS	30,000	47,100	31,900	49,000	32,100	49,200	33,400	50,500
29 HILLSBOROUGH	31,000	51,544	33,912	54,456	35,370	55,914	36,825	57,369
30 HOLMES	25,589	41,164	27,711	43,286	28,760	44,334	29,820	45,395
31 INDIAN RIVER	31,150	49,450	33,969	52,269	34,883	53,183	35,807	54,107
32 JACKSON	27,320	42,121	29,840	44,641	32,360	47,161	33,935	48,736
33 JEFFERSON	26,500	45,200	27,800	46,500	28,650	47,750	28,650	47,750
34 LAFAYETTE	28,237	42,825	30,437	45,025	31,537	46,125	32,197	46,785
35 LAKE	31,110	49,075	33,460	51,425	34,410	52,375	35,410	53,375
36 LEE	30,473	51,233	32,973	53,733	34,473	55,233	35,473	56,233
37 LEON	29,000	51,730	30,000	53,818	31,000	55,596	32,000	57,023
38 LEVY	28,333	44,167	30,869	46,702	31,510	47,343	32,151	47,984
39 LIBERTY	27,595	42,719	30,144	45,268	31,534	46,658	31,882	47,006
40 MADISON	28,000	45,758	29,911	49,247	30,571	50,410	30,571	50,410
41 MANATEE	32,000	52,016	33,059	55,893	35,518	60,581	37,977	63,582
42 MARION	29,000	46,000	30,700	48,700	32,400	51,950	34,100	54,100
43 MARTIN	31,675	51,259	33,576	54,335	35,590	57,595	37,605	60,855
44 MONROE	35,921	59,923	37,431	65,329	38,246	66,976	38,710	68,447
45 NASSAU	30,000	49,100	32,200	51,300	32,400	51,500	33,000	52,100
46 OKALOOSA	27,762	51,645	29,011	53,969	30,388	56,532	31,908	59,360
47 OKEECHOBEE	30,000	48,050	31,600	49,650	32,420	50,470	32,420	50,470
48 ORANGE	32,266	52,396	34,516	54,646	35,716	55,846	36,816	56,946
49 OSCEOLA	31,600	50,500	34,000	52,900	35,275	54,175	36,450	55,350
50 PALM BEACH	33,494	60,000	35,994	62,500	36,894	63,400	38,494	65,000
51 PASCO	31,550	51,500	34,100	54,050	35,800	55,750	36,800	56,750
52 PINELLAS	31,100	51,400	33,250	53,550	34,450	54,750	35,600	55,900
53 POLK	30,582	47,374	32,642	49,434	33,287	50,079	33,587	50,379
54 PUTNAM	31,021	47,376	32,856	51,352	33,856	52,352	34,756	53,252
55 ST. JOHNS	31,350	48,550	33,900	51,300	34,900	52,300	35,900	53,500
56 ST. LUCIE	31,058	52,920	34,013	55,818	36,162	58,076	37,129	59,092
57 SANTA ROSA	27,855	51,274	30,083	53,502	31,198	54,616	32,312	55,730
58 SARASOTA	31,518	42,591	34,149	53,273	36,486	59,474	38,045	62,013
59 SEMINOLE	30,000	51,810	33,700	55,510	36,700	58,510	39,700	61,510
60 SUMTER	30,104	48,220	32,099	50,270	33,097	51,294	33,097	51,294
61 SUWANNEE	29,431	49,003	31,631	51,203	32,131	51,703	32,831	52,403
62 TAYLOR	27,995	47,549	31,084	52,957	34,517	56,256	37,114	58,635
63 UNION	25,804	45,239	28,219	47,655	29,427	48,862	30,635	50,070
64 VOLUSIA	29,790	51,735	32,429	54,989	33,677	55,621	34,973	58,156
65 WAKULLA	28,500	45,750	30,700	47,950	31,200	48,450	31,700	48,950
66 WALTON	28,000	53,040	29,400	54,440	30,900	55,940	32,500	57,540
67 WASHINGTON	26,592	44,606	29,287	47,579	30,634	48,324	31,986	49,068
<b>STATE AVERAGE</b>	<b>29,569</b>	<b>48,493</b>	<b>31,763</b>	<b>51,292</b>	<b>33,007</b>	<b>52,773</b>	<b>34,067</b>	<b>54,013</b>

\*A professional paid on the instructional salary schedule negotiated by a Florida school district.  
Source: Florida School Labor Relations Services, Inc., as of April 27, 2005.

**Table 8**  
**Median Teacher\* Salaries by Degree Level, 2004-05**

DISTRICT NUMBER/NAME	BACHELOR'S	MASTER'S	SPECIALIST	DOCTORATE	ALL DEGREES
01 ALACHUA	30,425	37,275	40,825	42,925	34,900
02 BAKER	30,101	44,050	51,155	52,110	34,750
03 BAY	34,513	42,472	45,040	42,106	38,173
04 BRADFORD	30,525	40,443	31,615	48,173	32,876
05 BREVARD	33,311	40,651	53,925	43,910	36,673
06 BROWARD	37,873	42,221	49,420	49,855	38,978
07 CALHOUN	32,315	37,010	33,370	39,085	34,685
08 CHARLOTTE	34,638	45,777	50,468	57,567	39,596
09 CITRUS	34,943	47,445	41,988	52,816	39,029
10 CLAY	33,724	37,920	41,950	37,275	34,853
11 COLLIER	39,331	52,605	60,741	62,021	45,557
12 COLUMBIA	32,680	43,800	49,400	51,300	37,200
13 DADE	35,685	48,720	60,628	61,049	41,417
14 DESOTO	31,894	42,948	49,591	35,139	34,369
15 DIXIE	35,120	43,540	47,700		37,840
16 DUVAL	34,004	49,467	58,592	44,678	36,615
17 ESCAMBIA	30,980	39,469	44,808	36,467	33,900
18 FLAGLER	37,150	44,431	44,718	53,099	39,535
19 FRANKLIN	31,709	40,878	37,880	51,274	37,342
20 GADSDEN	28,393	33,870	42,077	29,652	30,274
21 GILCHRIST	32,879	41,903	43,957	30,827	35,893
22 GLADES	34,000	40,690	33,835		35,910
23 GULF	34,667	41,621	48,433		36,810
24 HAMILTON	34,619	39,907	40,601	47,311	35,986
25 HARDEE	36,520	44,432	57,893	49,887	38,808
26 HENDRY	34,701	47,790	50,000	27,476	39,120
27 HERNANDO	31,000	39,860	37,867	45,050	33,832
28 HIGHLANDS	33,200	49,499	52,398	50,500	36,283
29 HILLSBOROUGH	32,936	37,857	50,347	46,816	35,410
30 HOLMES	34,262	42,357			37,599
31 INDIAN RIVER	34,853	42,312	48,460	44,150	37,119
32 JACKSON	31,558	41,743	47,161	45,155	36,392
33 JEFFERSON	31,850	39,184	29,150		33,250
34 LAFAYETTE	30,842	36,168	36,747		32,521
35 LAKE	33,430	41,559		41,050	35,550
36 LEE	36,765	45,637	53,728	43,177	39,607
37 LEON	32,926	41,435	52,094	49,950	35,919
38 LEVY	36,744	46,480	38,777	36,748	39,280
39 LIBERTY	31,875	38,704			34,398
40 MADISON	29,832	41,716	35,392		33,795
41 MANATEE	34,185	46,795	55,417	50,994	38,971
42 MARION	33,400	48,686	51,597	54,100	36,188
43 MARTIN	35,963	43,269	56,899	44,779	40,200
44 MONROE	42,187	48,835	41,089	41,337	45,074
45 NASSAU	35,258	47,440	35,706	36,650	38,373
46 OKALOOSA	36,128	50,871	54,886	61,360	42,521
47 OKEECHOBEE	33,904	51,609	52,499		35,286
48 ORANGE	33,635	40,125	46,526	43,741	36,016
49 OSCEOLA	32,394	38,600	41,695	47,350	34,960
50 PALM BEACH	38,911	51,671	57,550	59,150	44,150
51 PASCO	33,750	40,351	41,073	40,700	35,700
52 PINELLAS	35,386	40,450	53,650	50,200	37,096
53 POLK	32,129	42,417	49,445	41,166	34,362
54 PUTNAM	35,513	51,179	44,125	53,252	37,934
55 ST. JOHNS	34,737	43,988	52,236	39,636	36,636
56 ST. LUCIE	33,868	44,987	53,529	48,425	37,265
57 SANTA ROSA	33,639	42,588	41,033	38,845	36,663
58 SARASOTA	34,849	48,376	62,747	57,054	43,793
59 SEMINOLE	30,741	42,277	53,035	54,819	35,056
60 SUMTER	35,113	43,037	47,161		38,075
61 SUWANNEE	37,742	46,907	43,359	39,417	40,659
62 TAYLOR	31,654	47,672	56,256	39,570	36,445
63 UNION	28,329	33,710	33,819	34,039	30,251
64 VOLUSIA	33,553	43,440	54,874	48,741	36,875
65 WAKULLA	31,500	40,200	39,950	48,950	34,950
66 WALTON	35,780	42,480	41,320	46,900	37,840
67 WASHINGTON	33,314	46,419	44,394		40,444
SUBTOTAL/AVG	35,147	43,793	54,066	52,284	37,961
68 DEAF/BLIND	34,767	51,250			37,262
69 DOZIER/OKEEC	42,831	47,057	58,194	48,754	47,057
71 FL VIRTUAL	39,213	44,686		46,155	42,039
72 FAU LAB SCH	33,153	38,724	56,960	38,887	35,653
73 FSU LAB SCH	30,289	32,811			30,289
74 FAMU LAB SCH	27,371	40,992	30,848		30,011
75 UF LAB SCH	30,651	32,318	54,844	34,338	33,248
STATE TOT/AVG	35,147	43,793	54,138	51,704	37,961

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database, Survey 3 data, February 7-11, 2005, as of May 24, 2005.

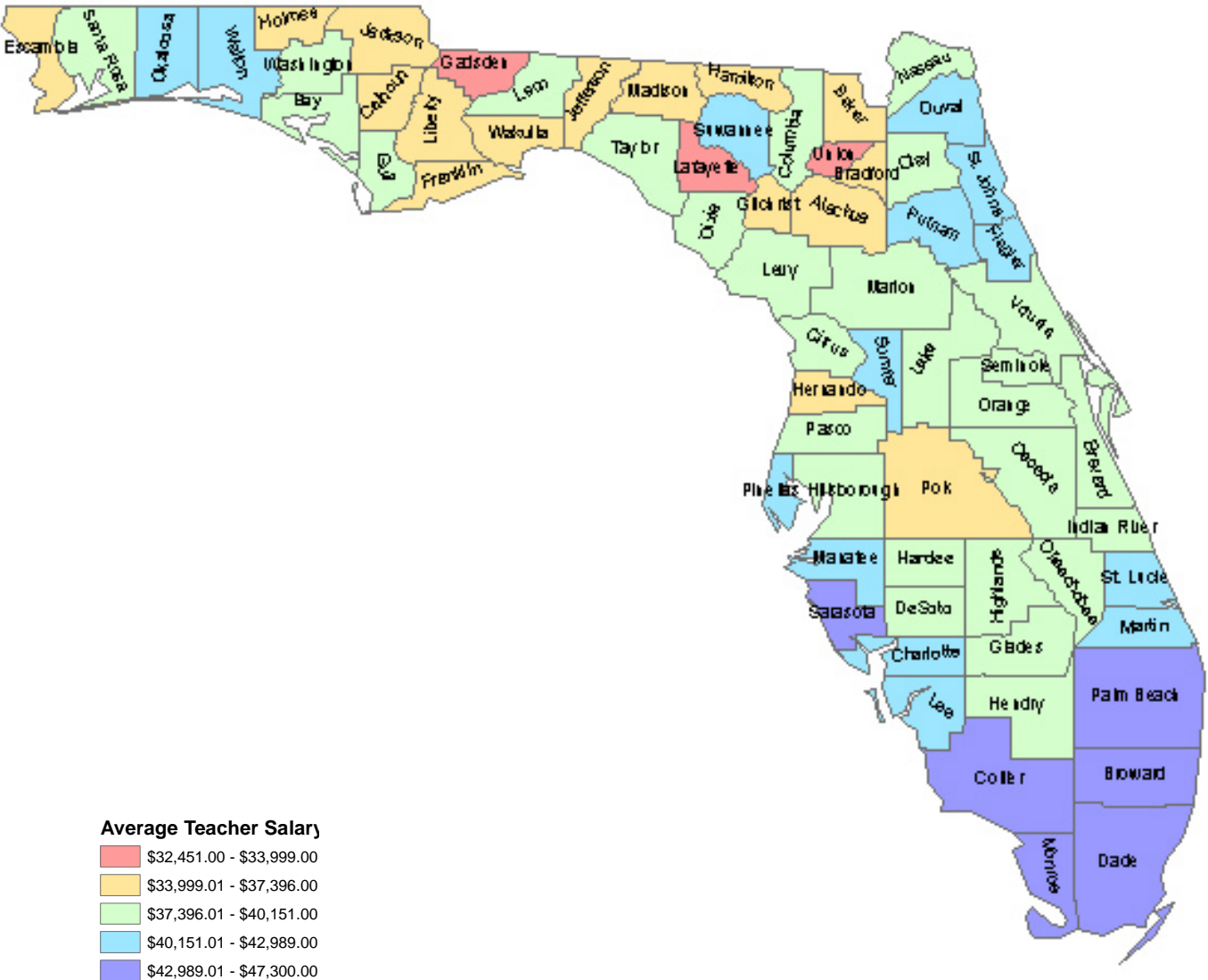
**Table 9  
Comparison of Average Teacher\* Salaries**

DISTRICT NUMBER/NAME	1995-96	2000-01	2003-04	2004-05
01 ALACHUA	28,702	34,216	34,977	36,569
02 BAKER	29,098	34,137	36,026	37,137
03 BAY	31,235	36,029	38,252	38,658
04 BRADFORD	28,400	33,468	35,170	36,529
05 BREVARD	31,323	36,716	38,655	39,459
06 BROWARD	36,908	41,526	41,964	44,107
07 CALHOUN	31,047	34,148	35,226	35,957
08 CHARLOTTE	30,778	37,425	40,867	41,996
09 CITRUS	30,448	34,645	39,010	40,151
10 CLAY	28,301	36,180	37,956	38,079
11 COLLIER	38,049	41,643	44,847	46,278
12 COLUMBIA	30,336	34,798	37,392	38,593
13 DADE	40,193	44,065	46,264	47,300
14 DESOTO	29,761	34,099	37,159	37,898
15 DIXIE	28,006	31,751	33,270	38,399
16 DUVAL	32,444	37,913	40,335	41,118
17 ESCAMBIA	29,014	31,261	34,286	36,407
18 FLAGLER	29,733	34,900	39,649	42,199
19 FRANKLIN	28,114	32,883	36,323	37,178
20 GADSDEN	27,987	30,811	32,428	32,656
21 GILCHRIST	30,043	33,195	34,246	36,312
22 GLADES	28,188	35,477	38,438	39,032
23 GULF	29,193	34,802	37,743	38,240
24 HAMILTON	27,735	31,445	35,642	36,903
25 HARDEE	29,725	34,505	38,048	39,139
26 HENDRY	30,479	36,801	38,061	39,448
27 HERNANDO	28,285	33,079	35,281	36,177
28 HIGHLANDS	31,857	35,436	38,707	39,090
29 HILLSBOROUGH	31,684	37,922	38,762	38,944
30 HOLMES	29,986	34,275	36,196	36,337
31 INDIAN RIVER	32,046	35,913	38,664	39,518
32 JACKSON	28,558	33,732	34,992	36,514
33 JEFFERSON**	29,245	33,993	33,022	35,094
34 LAFAYETTE	26,126	30,551	32,688	33,999
35 LAKE	30,826	34,465	37,946	38,667
36 LEE	32,490	38,343	41,215	41,738
37 LEON	31,981	36,433	39,117	39,958
38 LEVY	29,371	34,958	36,993	38,589
39 LIBERTY	30,930	32,815	34,699	35,813
40 MADISON	28,501	33,628	35,830	35,783
41 MANATEE	32,563	36,997	40,081	41,422
42 MARION	28,894	34,850	37,938	38,558
43 MARTIN	30,490	36,819	39,294	42,337
44 MONROE	34,472	38,519	41,618	46,951
45 NASSAU	32,365	37,295	39,363	40,070
46 OKALOOSA	32,383	40,082	42,629	42,989
47 OKEECHOBEE	31,996	36,316	38,900	39,717
48 ORANGE	30,984	34,604	38,892	39,856
49 OSCEOLA	28,418	33,421	36,702	38,292
50 PALM BEACH	36,870	41,942	45,218	46,154
51 PASCO	28,156	35,022	38,670	39,224
52 PINELLAS	32,846	38,011	40,482	41,092
53 POLK	28,977	34,731	37,214	37,396
54 PUTNAM	29,277	35,039	37,911	40,334
55 ST. JOHNS	30,290	35,279	40,131	41,202
56 ST. LUCIE	32,242	36,324	38,697	40,293
57 SANTA ROSA	29,791	35,905	38,464	38,141
58 SARASOTA	36,962	42,233	43,980	44,853
59 SEMINOLE	34,081	36,667	37,537	39,296
60 SUMTER	30,403	35,534	38,968	40,322
61 SUWANNEE	32,657	38,561	40,303	41,052
62 TAYLOR	29,306	33,838	38,523	39,104
63 UNION	26,558	28,920	31,477	32,451
64 VOLUSIA	30,015	35,995	39,436	39,967
65 WAKULLA	28,970	34,193	35,752	36,897
66 WALTON	28,102	34,123	38,222	40,296
67 WASHINGTON	29,372	37,329	39,242	38,793
<b>SUBTOTAL/AVERAGE</b>	<b>33,330</b>	<b>38,223</b>	<b>40,587</b>	<b>41,581</b>
68 DEAF/BLIND	33,513	43,385	48,324	41,428
69 DOZIER SCHL	30,106	44,568	47,034	46,716
70 ECKERD CHALLENGE	27,674			
71 FL VIRTUAL			44,741	44,324
72 FAU LAB SCH			42,890	40,202
73 FSU LAB SCH			29,372	29,896
74 FAMU LAB SCH			53,000	34,100
75 UF LAB SCH			36,291	37,639
<b>STATE TOTAL/AVERAGE</b>	<b>33,330</b>	<b>38,230</b>	<b>40,598</b>	<b>41,578</b>

\*A professional paid on the instructional salary schedule negotiated by a Florida school district. Data Source: Florida DOE Staff Database, Survey 3 data (2001-2000-01, 2003-04 and 2004-05), Survey 2 data (1995-96).

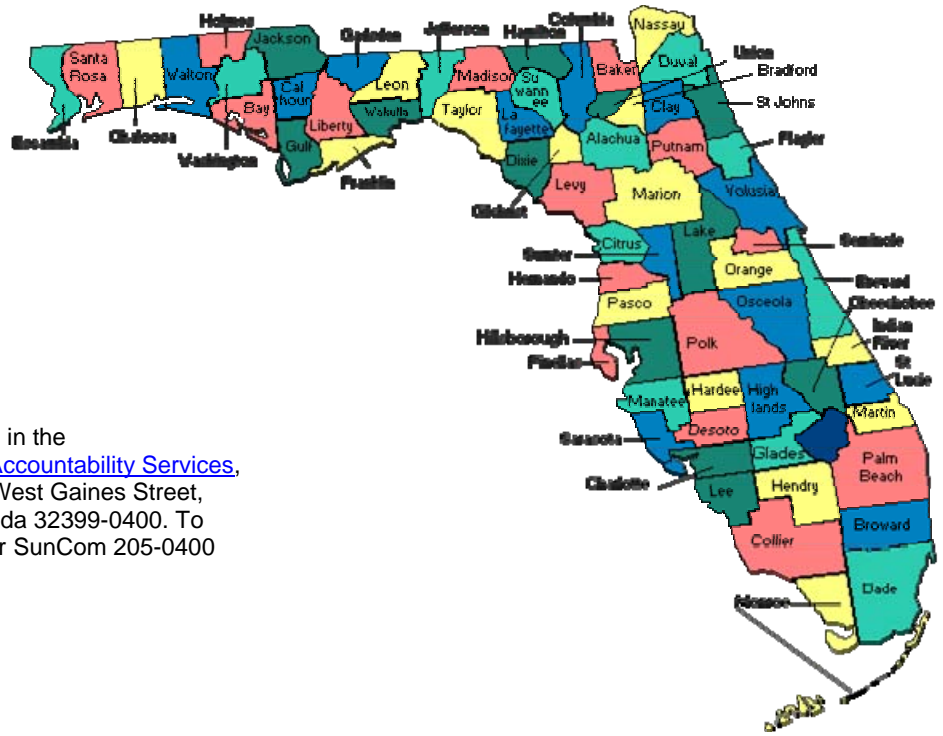
\*\*District had not negotiated a new salary schedule prior to reporting. Please refer to the Cautionary Note on page 2.

**DISTRIBUTION OF  
AVERAGE TEACHER SALARIES  
2004-05**



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# FLORIDA SCHOOL DISTRICTS



This report was designed and prepared in the [Bureau of Education Information and Accountability Services](#), Florida Department of Education, 325 West Gaines Street, 852 Turlington Bldg., Tallahassee, Florida 32399-0400. To contact the office call (850) 245-0400 or SunCom 205-0400 or e-mail [askeias@fldoe.org](mailto:askeias@fldoe.org).

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ADDRESS CORRECTION REQUESTED