

Comparison of STAR Proviso and Merit Award Program F.S. 1012.225

Provisions	STAR Proviso	Merit Award Program §1012.225
Who qualifies?	Includes all instructional personnel as defined in §1012.01(2)(a)-(d) and may include school-based leaders who supervise or assist those instructional personnel whose student achievement leads to a bonus.	Includes all instructional personnel as defined in §1012.01 (2) (a)-(d), excluding substitute teacher; and school-based administrators as defined in §1012.01 (3) (c); each person who qualifies must still be employed in a Florida public school by September 1 the year following to receive the bonus.
How are awards determined?	Awards are only determined by individual performance	Allows awards to be determined by individual or instructional team performance (excluding whole schools); allows for supplemental awards for exemplary work attendance
Who receives the award?	A minimum of twenty-five percent of instructional personnel to receive at least a 5% bonus calculated on the individual's base salary	Top performing instructional and administrative personnel to receive a bonus equal to 5-10% of the district's average teacher salary
How is eligibility determined?	The bonus is to be based primarily on improved student achievement. Legislative directive provided through technical assistance directed districts that at least 50% of the determination is based on improved student performance	Sixty percent of the bonus is to be based on learning gains, proficiency, or both of the students assigned to the individual or within their sphere of responsibility in the case of co-teaching or team-teaching.
	Improved student performance is determined by standardized tests or locally developed/selected exams. Proviso language outlines specific types of tests that should be used based upon the subject/course taught.	Student performance is measured by statewide standardized tests or for other subjects and grades not associated with the state assessment system by national, state, or district-determined testing instruments that measure the Sunshine State Standards, curriculum frameworks or course descriptions.
	The remaining percentage (not more than 50) of the determination is based on the principal's/supervisor's evaluation, which had to include areas listed in 1012.34.	The remaining forty percent is based on the principal's/supervisor's evaluation, which is described as criteria similar to those required by §1012.34.

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Does the DOE provide technical assistance?	The Florida Department of Education provides technical assistance upon request and provides model methodologies	The Florida Department of Education provides technical assistance in plan development upon request. The department collects and disseminates best practices for district testing instruments and Merit Award Program plans.
When are plans due?	Plans are due December 31, 2006, for use in current year; reviewed by State Board; revisions due by March 1, 2007	Plans are due by October 1 each year for use in the next school year; reviewed by Commissioner; revisions of plans that do not comply with the law are due by January 31.
How is compliance determined?	Approval or denial is provided by the Florida State Board of Education. Revisions must be specified.	If the submitted plan fails to comply, the Commissioner of Education provides a written response back to the district outlining required revisions by November 15 each year. Revised plans are due by January 31 of each year. The Commissioner will report those districts and charter schools not in compliance to the Governor, the President of the Senate, and the Speaker of the House of Representatives by February 15 of each year.
	No specified audit of compliance.	Each school board shall submit a report to the Commissioner by October 1 each year to verify the previous year's compliance. The Commissioner will report on compliance to same leadership by December 1.
Is there rulemaking authority?	N/A	Rulemaking on calculation of average teacher salaries, reporting formats, and review of plan procedures must be initiated within 30 days of becoming law.

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Are there provisions relating to collective bargaining?	Subject to collective bargaining and all laws pertaining.	Subject to negotiation as provided in chapter 447. If an impasse is declared, the dispute is subject to an expedited impasse hearing.
What is the appropriation?	Appropriation for 2006-07. All districts which submit approved plans within the timelines will be awarded funds based upon an initial allocation determined on base funding and a recalculation of remaining funds not distributed to districts that do not meet STAR plan requirements.	<p>For 2006-07:</p> <ul style="list-style-type: none"> a. Provides districts utilizing STAR an extension until May 1 to submit their revised plan to SBOE. Eliminates the recalculation of undistributed funds from STAR proviso. b. Districts utilizing their previous §1012.22 performance pay plan may do so in but draw down funds equal to the dollars they expended in 2005-06 for performance pay. c. Districts may meet the requirements of Merit Award Program §1012.225 (1), (2), and (3) to receive their full allocation. <p>All undisbursed funds revert back to the state.</p> <p>For 2007-08 and after, a recurring sum is authorized. However, only districts with Merit Award Programs that are adopted and which have end-of-course tests in all subjects and grade groupings will be awarded funds to implement performance pay.</p>