

**DOE INFORMATION DATA BASE  
REQUIREMENTS:**

**VOLUME II - AUTOMATED STAFF INFORMATION  
SYSTEM**

**STATE OF FLORIDA  
DEPARTMENT OF EDUCATION  
COMPREHENSIVE MANAGEMENT INFORMATION SYSTEM**  
Effective July 1, 2009

# TABLE OF CONTENTS

	Page
Preface.....	i
A. Automated Staff Information System Requirements .....	A-1
B. Automated Staff Information System Data Elements	
Introduction .....	B-1
Index .....	B-5
Part 1: Automated Staff Data Elements .....	1-1
Appendix A: Florida Educators Certificate Subject Codes .....	81
(Codes stored at NWRDC)	
Appendix B: District Name Table .....	93
Appendix C: Country Codes .....	95
Appendix D: Professional Development Component Number .....	99
Appendix E: Job Code Assignments.....	105
Appendix H: State Codes.....	251
Appendix I: Selected Benefits Definitions .....	252
Appendix J: Equal Employment Opportunity (EEO) Line Numbers .....	255
C. Security and Retention of Public School Automated Staff Records .....	C-1

## PREFACE

Section 1008.385(2), Florida Statutes, mandates that each school district and the Florida Department of Education develop and implement a comprehensive management information system which is made up of compatible components and links all levels of the state education system.

In order to support the statewide process of implementing compatible local and state-level automated information systems, the Florida Department of Education has developed the following documents:

- \* DOE INFORMATION DATA BASE REQUIREMENTS:  
VOLUME I -- AUTOMATED STUDENT INFORMATION SYSTEM
  
- \* DOE INFORMATION DATA BASE REQUIREMENTS:  
VOLUME II -- AUTOMATED STAFF INFORMATION SYSTEM
  
- \* DOE INFORMATION DATA BASE REQUIREMENTS:  
VOLUME III -- AUTOMATED FINANCE INFORMATION SYSTEM

This document contains the required data elements, functions and timelines which each automated information system component must incorporate within its automated staff information system. Further information or questions concerning this document should be addressed to the Administrator, Education Information Services, Florida Department of Education, 852 Turlington Building, Tallahassee, Florida 32399-0400

## **A. AUTOMATED STAFF INFORMATION SYSTEM REQUIREMENTS**

## **AUTOMATED STAFF INFORMATION SYSTEM REQUIREMENTS**

Section 1008.385(2), F.S., requires the development and implementation of a comprehensive management information system linking all levels of the state education system. Each school district and the Florida Department of Education shall implement an automated information system component containing staff information which is compatible with the statewide comprehensive management information system.

The automated staff information system functions and timelines implemented by the Florida Department of Education and each school district are as follows:

### **HISTORY**

1. An automated staff Information system is to be implemented in each school district by June 30, 1987.

Each school district shall install an automated staff information system which includes the data elements prescribed in Section B of this document and which contains the procedures for performing the automated state reporting and records transfer functions defined in subsection 4. below. Each system shall provide payroll, Professional Development and basic personnel recordkeeping.

2. State-level automated staff information data base design is to be implemented in the Florida Department of Education by July 1, 1987.

A state-level staff data base of information shall be installed for access by state and local education managers and the Legislature. The data base design shall integrate existing Department reports now collected separately from school districts within the automated reporting formats defined in subsection 4. below, thereby reducing data burden, improving compatibility among data elements and providing a more comprehensive and flexible data base of information. The Florida Department of Education shall implement strict controls for privacy and security of staff records as contained in Section C of this document.

3. Automated state reporting functions are to be implemented by each school district beginning July 1, 1987.

Current state reporting functions are defined in subsection 4.

**AUTOMATED STATE REPORTING FUNCTIONS**

4. Each school district shall implement the following automated state reporting functions according to the timelines provided:

AUTOMATED STAFF REPORTING FORMATS	DATA COLLECTION ACTIVITY NUMBER	2009-2010 SURVEY PERIOD					
		JUL 1	SEP 6	OCT 2	FEB 3	JUN 4	AUG 5
Staff Demographic Information	DB9 27x		S	A	A		A
Staff Multidistrict Employee	DB9 29x			S			
Staff Payroll Information	DB9 30x			A	A		
Staff Additional Job Assignments	DB9 31x			S	S		
Staff Salary Supplements	DB9 32x			S	S		
Staff Benefits	DB9 33x			A	A		
Staff Experience	DB9 28x			S	S		
Professional Development	DB9 36x						S
Fiscal Year Benefits	DB9 44x						A
Fiscal Year Salaries	DB9 43x						A
Teacher Exit Interview	DB9 58x						S

A = ALL STAFF                      S = SELECTED STAFF                      D = EACH DISTRICT  
 x = WILL BE AN "A," "B," OR "C" DEPENDING ON THE FISCAL YEAR

**B. AUTOMATED STAFF INFORMATION SYSTEM  
DATA ELEMENTS**

## INTRODUCTION

All automated staff data elements included in this volume must be incorporated within each school district's automated staff information system. Districts may add additional data elements with their local automated system to meet local needs.

### **DEFINITION/DOMAIN:**

Definition/domain provides a working definition associated with the data element, along with applicable examples, codes, notes and exception(s).

### **LENGTH AND FORMAT:**

Length and format define the technical field characteristics to be maintained in the automated system for each data element.

### **STATE RECORD FORMATS REQUIRING THIS DATA ELEMENT:**

Section A specifies the state record formats which school districts must utilize in performing automated state reporting functions. Each data element page lists the specific automated state reporting formats which require the data element.

### **COMPATIBILITY REQUIREMENT:**

All elements must use the specified length, format and coding definitions given in the automated staff data elements whenever automated state reporting is performed.

The degree of required compatibility between state and local elements varies. Many elements listed in this document need merely be **Compatible**, while others must meet stricter **State Standards**.

#### **"Compatible" elements:**

For data elements which are designated as **Compatible**, the coding structures used by the district, the data element names presented in user documentation and the length and format of the data fields may be the same as that contained in this volume or they may be completely locally defined depending on the district's staff information needs. If local definitions are used, it must be possible to convert the information into the state-required codes, descriptors and formats by calculation, computer procedures or subroutines whenever state formats are required (see **Compatibility Requirement**).



## INTRODUCTION (Continued)

District documentation of locally defined elements must reference the state data elements for which they are surrogates.

Even though the state does not require the use of the state-defined codes for these **Compatible** elements, districts are encouraged to keep each of these elements in state format whenever possible to minimize the need for and cost of conversion.

### “State Standard” elements:

For data elements which are designated as **State Standard**, the coding structures used by the district, the data element names presented in user documentation, the length and format of the data fields for all external occurrences of information in reports, user documentation and display and entry screens must be the same as those contained in this volume.

Thus, **State Standard** elements must meet these additional requirements:

- 1) the state codes **must be used locally exactly as defined** in this document for automated staff data elements;
- 2) user documentation must list the **State Standard** data element name;
- 3) input and output documents and reports must use the state-defined codes; and
- 4) local screen displays must use the state-defined codes.

These requirements do not address the **physical storage** of the data on tape, disk or other medium, but only how the data elements are to be presented to users in paper format or on screen displays. The stricter definition of **State Standard** still allows the district the flexibility to use its own district-defined codes for **physically** storing elements in the staff records system while, at the same time, using **State Standard** codes for display, input, reports and user documentation. For example, a date might be required to appear always to the user as MMDDYYYY or MM/DD/YYYY but could be physically stored as YYDDD with nonuser system documentation recording this fact.

In many of the data element definitions included in this volume, a code has been defined for “not applicable.” In the case of very specialized data elements, it would seem more sensible in terms of the design of the staff records system to record information for such specialized elements only for staff to whom the element is pertinent. For both **Compatible** and **State Standard** data elements, the codes defined as “not applicable” need not be maintained in the local data records or displayed on local screens. At the time of reporting, if it is determined that a particular characteristic or condition is “not applicable” for an individual staff member, the value meaning “not applicable” may be programmatically inserted into the reporting structure at that time.

## INTRODUCTION (Continued)

These standards do not require the district to show or print the Social Security Number on all screens and reports. A local identification number may be displayed or printed as long as the local identification number can be crosswalked to the Social Security Number for state reporting purposes.

This interpretation should allow segmentation of records and help reduce the need to store large numbers of characters of “non-information” in the local data records, thereby reducing the need for disk or other data storage space.

### USE TYPES:

**Use Types** define the major purposes for which information is collected, maintained and utilized as follows:

**State report** means the data element is required for an automated state report to be forwarded to the Florida Department of Education.

**Local accountability** identifies those data elements which the school district must maintain as an audit trail in support of statutorily required activities.

### STATE REPORTING FORMATS REQUIRING THIS DATA ELEMENT:

A section is included with this document which specifies the state reporting formats which school districts must utilize in performing automated state reporting functions. Each data element page lists the specific automated state reporting formats which will require the data element.

### DATA ELEMENT NUMBER:

The data element number is an internal number assigned by the Education Information and Accountability Services Section to facilitate the data base review activity of the Data Advisory Committee. School districts need not maintain this number in their local automated system.

### REPORTED IN SURVEY PERIODS:

See data element “Survey Period Code” for an explanation of these codes. If the box beside the survey period code contains an “X”, the data element is reported in the survey period indicated. If the box beside the survey period contains a “D” (default), the data element must contain the default value when submitted to the Department for the survey period. If the box beside the survey period contains a “V” (varies), the data element must be reported on at least one format for the survey period and a default value must be reported on at least one additional format for the survey period, as indicated in the notes on the format layouts. If the box beside the survey period contains an “O” (optional), the district has the option of sending actual data or the default value for the element for the survey period. For the survey period with “O” indicated, the data or default value will be ignored by the Department’s system and default values will be loaded to the data base for these elements.

## INTRODUCTION (Continued)

### DATES:

There are three dates associated with each data element:

**Revised;  
Implementation Date; and  
Effective.**

The **Revised Date**, located at the bottom left-hand corner of the page, indicates the **month and year of the last change to the data element page**. Revisions may be *minor* (such as corrections to typographical errors or additions of examples for further clarification of the definition) or *substantive* (those affecting state reporting, additions, changes, or deletions to codes, or complete revisions).

The **Implementation Date** and the associated Fiscal Year are located in the upper right-hand corner of the data element page. In general, **the date indicates implementation at the beginning of the fiscal year following the date first adopted by the State Board of Education as part of Rule 6A-1.0014, FAC**. If subsequent changes to the data element are *minor*, the Implementation Date will remain the same. If subsequent changes are *substantive*, the Implementation Date will be changed to the beginning of the next fiscal year except where Emergency Rule procedures have been implemented. In those cases, the Implementation Date may be a date in the current fiscal year.

The **Effective Date**, located at the bottom of the page, **indicates the beginning month and fiscal year that this version of Volume II is in effect**. This date will only change once each year and pages in the document will reflect the same effective date.

FLORIDA DEPARTMENT OF EDUCATION  
DOE INFORMATION DATA BASE REQUIREMENTS  
VOLUME II: AUTOMATED STAFF INFORMATION  
SYSTEM  
AUTOMATED STAFF DATA ELEMENTS

<b>Implementation Date:</b> Fiscal Year 2009-2010 July 1, 2009
--

**INDEX**

Data Element Name/Topic	Page Number	2009-2010 Change
<b>-A-</b>		
Additional Withholding Tax	1-1	
* Addresses Mailing	2-1	
Residence	3-1	
<b>-B-</b>		
* * Birth Date	10-1	
<b>-C-</b>		
Contract Status	16-1	
Country of Citizenship	17-1	
<b>-D-</b>		
* Date Left Teaching	17-51	
* Days Absent Other	17-100	
* Days Absent Personal leave	17-110	
* Days Absent Sick Leave	17-120	
* Days Absent Temporary Duty Elsewhere	17-130	
* Days Absent Days Present	17-150	
* Degree/Credential Earned (Renamed)	18-1	
* District Number	19-1	
* District Number, Where Professional Development Completed	19-3	
* Duty Days	20-1	
<b>-E-</b>		
* Employee Name, Legal	21-1	
* Employee Type	22-1	
* Employment Date Continuous Employment	23-1	
* Employment Date Current Position	24-1	
* Employment Date Original Position	25-1	
* Employment Length	26-1	X
* Employment Status Code	28-1	
Ethnicity	28-8	X
* Exempt From Public Records Law, Employee	28-15	
* Experience Length	29-1	
* Experience Type	30-1	
<b>-F-</b>		
* Fiscal Year	31-1	
* Fiscal Year Salary	31-2	
Florida Educators Certificate Expiration Year	31-3	

\* - Required for State Reporting

X - Revised Effective 7/09

FLORIDA DEPARTMENT OF EDUCATION  
DOE INFORMATION DATA BASE REQUIREMENTS  
VOLUME II: AUTOMATED STAFF INFORMATION  
SYSTEM  
AUTOMATED STAFF DATA ELEMENTS

<b>Implementation Date:</b> Fiscal Year 2009-2010 July 1, 2009
--

**INDEX**

Data Element Name/Topic	Page Number	2009-2010 Change
<b>-F- (Continued)</b>		
* Florida Educators Certificate Number	31-7	
Florida Educators Certificate Subject Coverage	31-9	
Florida Educators Certificate Type		
* Future Employment Plans	31-40	
<b>-G-</b>		
* Gender	31-75	
<b>-H-</b>		
* Highly Qualified Paraprofessional	32-3	
<b>-J-</b>		
* Job Code Additional	37-1	
* Job Code FTE	38-1	
* Job Code Fund Source	39-1	
* Job Code Primary	40-1	
<b>M-</b>		
* Migrant Regular School	41-25	
* Migrant Summer	41-50	
* Multidistrict Employee Assignment Identifier	42-1	
* Multidistrict Employee District Number	43-1	
<b>-N-</b>		
Number of Exemptions	44-1	
<b>-P-</b>		
* Pay Class	45-1	
* Pay Frequency	46-1	
* Pay Rate	47-1	
* Pay Type	48-1	
* Professional Development Component Number	49-2	
* Professional Development Delivery Method	49-10	
* Professional Development Evaluation Method	49-20	
* Professional Development Follow-up Method	49-30	
* Professional Development Participation Hours	49-40	
* Professional Development Primary Purpose	49-50	

\* - Required for State Reporting

X - Revised Effective 7/09

FLORIDA DEPARTMENT OF EDUCATION  
DOE INFORMATION DATA BASE REQUIREMENTS  
VOLUME II: AUTOMATED STAFF INFORMATION  
SYSTEM  
AUTOMATED STAFF DATA ELEMENTS

<b>Implementation Date:</b> Fiscal Year 2009-2010 July 1, 2009
--

**INDEX**

Data Element Name/Topic	Page Number	2009-2010 Change
<b>-R-</b>		
Race: American Indian or Alaska	49-200	X
Race: Asian	49-250	X
Race: Black or African American	49-300	X
Race: Native Hawaiian or Other Pacific Islander	49-350	X
Race: White	49-400	X
* Racial/Ethnic Category	50-1	
* Reading Endorsement,Competency 1	50-100	
* Reading Endorsement,Competency 2	50-101	
* Reading Endorsement,Competency 3	50-102	
* Reading Endorsement,Competency 4	50-103	
* Reading Endorsement,Competency 5	50-104	
* Reading Endorsement,Competency 6	50-105	
<b>-S-</b>		
* Salary Schedule Pay Lane	51-1	
* Salary Schedule Step	52-1	
* Salary Supplement Type	53-1	
* Salary Supplement Type/Value	53-25	
* Salary Supplement Value	54-1	
School Number Other	55-1	
* School Number Primary/Home	56-1	
* School Principal Certification Program (New Element)	57-75	
* Selected Benefits Frequency	58-1	
* Selected Benefits Type	59-1	
* Selected Benefits Type/Value	59-25	
* Selected Benefits Value	60-1	
* Separation Date	61-1	
* Separation From Teaching	61-75	
* Separation Reason	62-1	
* Social Security Number	64-1	
* Staff Number Identifier, Local	64-100	
* Survey Period Code	66-1	
<b>-T-</b>		
* Teacher Evaluation	66-50	
* Teaching Experience	66-75	
* Title I:School-Wide	66-150	
* Title I:Targeted Assistance	66-180	
* Transaction Code	67-1	
<b>-V-</b>		
Veteran Status	68-1	
Voluntary Separation	68-75	

\* - Required for State Reporting

X - Revised Effective 7/09

FLORIDA DEPARTMENT OF EDUCATION  
DOE INFORMATION DATA BASE REQUIREMENTS  
VOLUME I: AUTOMATED STAFF INFORMATION  
SYSTEM  
AUTOMATED STAFF DATA ELEMENTS

<b>Implementation Date:</b> Fiscal Year 2007-2008 July 1, 2007
--

**INDEX**

<b>Appendices/Topic</b>	<b>Page Number</b>	<b>2007-2008 Change</b>
APPENDIX A		
Florida Educators Certificate Subject Codes	81	
APPENDIX B		
District Name Table	93	
APPENDIX C		
Country Codes	95-98	
APPENDIX D		
Professional Development Component Number	99-102	
APPENDIX E		
Job code Assignments	105-153	
APPENDIX H		
State Codes	251	
APPENDIX I		
Selected Benefits Definitions	252-253	
APPENDIX J		
Equal Employment Opportunity (EEO) Line Numbers	255	

\* - Required for State Reporting  
X - Revised Effective 7/09