

The Florida Senate  
**COMMITTEE MEETING EXPANDED AGENDA**  
APPROPRIATIONS SUBCOMMITTEE ON PRE-K - 12  
EDUCATION  
Senator Simmons, Chair  
Senator Young, Vice Chair

**MEETING DATE:** Wednesday, January 25, 2017  
**TIME:** 10:00 a.m.—12:00 noon  
**PLACE:** *Toni Jennings Committee Room*, 110 Senate Office Building

**MEMBERS:** Senator Simmons, Chair; Senator Young, Vice Chair; Senators Broxson, Farmer, Grimsley, Lee, Montford, and Rouson

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TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
1	Workshop on Teacher Pay and Compensation		Discussed

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Other Related Meeting Documents

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# Statutory Requirements and Implementation Related to Teacher Compensation

January 25, 2017

Senate Appropriation Subcommittee on PK12 Education

Brian Dassler, Ed.D., Deputy Chancellor for Educator Quality



## Two different salary schedules

- Grandfathered salary schedule means the salary schedule or schedules adopted by a district school board before July 1, 2014.
- Performance salary schedule means the salary schedule or schedules adopted by a district and applies to those employees hired after July 1, 2014, or employees who choose to move from the grandfathered salary schedule.

Source: 1012.22, Florida Statutes

## Salary factors for those on the grandfathered schedule

- In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34, F.S., and shall provide differentiated pay based upon district-determined factors including:
  - School demographics
  - Critical shortage areas, and
  - Level of job performance difficulties.

## Definitions

- Adjustment means an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary and shall be considered compensation.
- Supplement means an annual addition to the base salary for the term of the supplement as long as the employee continues his or her employment for the purpose of the supplement.

Source: 1012.22, Florida Statutes

## ***Salary adjustments based on performance for those on the performance salary schedule***

- Salary adjustments, for those employees on the performance salary schedule, shall be established as follows:
  - an employee rated as highly effective must be greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.
  - an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

## ***Salary supplements based on assignment for those on the performance salary schedule***

- In addition to the salary adjustments, each district school board shall provide for salary supplements for activities that must include, but are not limited to:
  - Assignment to a Title I eligible school.
  - Assignment to a school that earned a grade of “F” or three consecutive grades of “D”
  - Certification and teaching in critical teacher shortage areas.
  - Assignment of additional academic responsibilities.

## Salary bonuses based on performance for those on either salary schedule

- International Baccalaureate
- Advanced International Certificate of Education
- Advanced Placement
- CAPE Industry Certificates

Source: 1011.62, Florida Statutes

# Teacher Salaries

	Years Experience	2014-15	2015-16	Difference	% Change
Beginning Classroom Teacher Salary:		\$ 38,098	\$ 38,901	\$ 803	2.11%
Average Classroom Teacher Salary:	12	\$ 47,065	\$ 47,589	\$ 524	1.11%
Beginning Salary All Instructional Staff:		\$ 38,285	\$ 39,061	\$ 776	2.03%
Average Salary All Instructional Staff:	12	\$ 47,620	\$ 48,174	\$ 554	1.16%
Average Teacher Salary Step Pay:	16	\$ 49,619	\$ 51,061	\$ 1,442	2.91%
Average Teacher Salary Performance Pay:	10	\$ 43,825	\$ 45,650	\$ 1,825	4.16%
Difference between Step and Performance:		\$ 5,794	\$ 5,412	\$ (382)	
*Average Teacher Salary in D and F Schools:	10	\$ 45,252	\$ 45,677	\$ 425	0.94%

\*Includes bonuses for teaching in low performing and Title I schools.

# Teacher Salaries: District Examples

	2014-15		2015-16	
	Beginning Teacher Salary	Average Teacher Salary	Beginning Teacher Salary	Average Teacher Salary
Broward	\$ 41,119	\$ 55,493	\$ 41,931	\$ 56,393
Hardee	\$ 35,777	\$ 43,788	\$ 38,193	\$ 43,989
Leon	\$ 35,721	\$ 42,774	\$ 36,117	\$ 44,703
Escambia	\$ 37,531	\$ 43,878	\$ 38,829	\$ 44,413
Madison	\$ 36,441	\$ 39,751	\$ 36,861	\$ 39,419

## Instructional Staff Salaries: District Examples

	2014-15		2015-16	
	Beginning Instructional Staff Salary	Average Instructional Staff Salary	Beginning Instructional Staff Salary	Average Instructional Staff Salary
Broward	\$ 41,293	\$ 55,983	\$ 41,950	\$ 56,801
Hardee	\$ 35,777	\$ 44,732	\$ 38,193	\$ 44,874
Leon	\$ 35,785	\$ 43,040	\$ 36,176	\$ 45,140
Escambia	\$ 37,658	\$ 44,569	\$ 39,034	\$ 45,179
Madison	\$ 36,432	\$ 40,154	\$ 37,279	\$ 39,808

## AP, IB, AICE, CAPE Funding

Program	2014-15 Additional FEFP Funding	2015-16 Additional FEFP Funding	2016-17 Additional FEFP Funding
Advanced Placement	\$ 99,000,803	\$ 105,873,577	\$ 111,169,147
International Baccalaureate	\$ 20,149,099	\$ 21,076,961	\$ 21,106,234
Advanced International Certificate of Education	\$ 18,956,520	\$ 25,923,232	\$ 33,588,097
Career and Professional Education	\$ 38,341,569	\$ 36,120,620	\$ 49,958,879
<b>Total</b>	<b>\$ 176,447,991</b>	<b>\$ 188,994,390</b>	<b>\$ 215,822,357</b>

	AP		IB		AICE		CAPE		Total	
	Teachers	Bonuses	Teachers	Bonuses	Teachers	Bonuses	Teachers	Bonuses	Teachers	Bonuses
2014-15	4,950	\$ 5,737,945	673	\$ 923,025	746	\$ 849,425	-	\$ 0	6,369	\$7,510,394
2015-16	5,032	\$ 6,360,885	686	\$ 917,312	619	\$ 754,475	655	\$547,050	7,870	\$8,579,721

# Teacher Compensation

<b>Program</b>	<b>Statute</b>	<b>2016-17 Allocation</b>	<b>Description:</b>
School Recognition	S. 1008.36, F.S.	\$ 85,723,445	Up to \$100 Per FTE in qualifying schools
Teacher Classroom Supply Assistance Program	S. 1012.71, F.S.	\$ 45,286,750	Approximately \$250 per teacher
Best & Brightest Teacher Scholarship Program	S. 1012.731, F.S.	\$ 49,000,000	Up to \$10,000 per qualifying teacher
Teacher Liability insurance	S. 1012.75, F.S.	\$ 1,200,000	Provides personal liability protection
Teacher of the Year program/awards	S. 1012.77, F.S.	\$ 718,730	Awards for exemplary teaching

## 2015-16 Classroom Teachers' Salaries and Benefits\*

	General Fund Salaries & Benefits	Special Revenue (federal) Fund Salaries & Benefits	General Fund & Special Revenue (federal) Fund Salaries & Benefits Expenditures	Total General Fund & Special Revenue (federal) Fund Expenditures	Percentage of Salaries & Benefits to Total Expenditures
Broward	\$ 987,867,675	\$ 101,077,225	\$ 1,088,944,900	\$ 2,372,326,422	45.90%
Escambia	\$ 165,678,670	\$ 6,988,926	\$ 172,667,596	\$ 356,711,959	48.41%
Hardee	\$ 21,867,107	\$ 1,608,782	\$ 23,475,889	\$ 48,158,372	48.75%
Leon	\$ 127,695,646	\$ 6,615,427	\$ 134,311,074	\$ 294,257,829	45.64%
Madison	\$ 9,380,501	\$ 1,158,485	\$ 10,538,986	\$ 25,399,593	41.49%

\*Paraprofessional salaries and benefits are included.



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2015-16 Classroom Teachers' Salaries and Benefits\*

	General Fund				Special Revenue Funds (federal)				General Fund and Special Revenue (federal) Funds Combined			
			Total Salaries & Benefits	% Benefits to Salaries			Total Salaries & Benefits	% Benefits to Salaries			Total Salaries & Benefits	% Benefits to Salaries
	Salaries	Benefits			Salaries	Benefits			Salaries	Benefits		
1 Alachua	\$79,877,124	\$23,748,878	\$103,626,002	29.73%	\$8,003,690	\$3,161,847	\$11,165,537	39.50%	\$87,880,814	\$26,910,725	\$114,791,539	30.62%
2 Baker	14,745,126	4,056,315	18,801,441	27.51%	914,284	212,577	1,126,861	23.25%	15,659,410	4,268,892	19,928,302	27.26%
3 Bay	79,819,927	23,611,145	103,431,072	29.58%	5,147,486	1,394,207	6,541,693	27.09%	84,967,413	25,005,352	109,972,765	29.43%
4 Bradford	9,581,114	2,123,405	11,704,519	22.16%	1,356,759	390,421	1,747,180	28.78%	10,937,873	2,513,827	13,451,700	22.98%
5 Brevard	226,606,216	60,554,822	287,161,038	26.72%	14,680,257	4,522,977	19,203,234	30.81%	241,286,473	65,077,799	306,364,272	26.97%
6 Broward	773,533,162	214,334,513	987,867,675	27.71%	75,495,717	25,581,508	101,077,225	33.88%	849,028,879	239,916,021	1,088,944,900	28.26%
7 Calhoun	7,340,924	1,795,214	9,136,138	24.45%	208,881	61,435	270,316	29.41%	7,549,805	1,856,648	9,406,453	24.59%
8 Charlotte	52,239,930	16,021,066	68,260,996	30.67%	3,042,531	1,267,524	4,310,054	41.66%	55,282,460	17,288,590	72,571,050	31.27%
9 Citrus	50,470,669	12,368,812	62,839,481	24.51%	3,209,299	866,276	4,075,575	26.99%	53,679,968	13,235,088	66,915,056	24.66%
10 Clay	122,316,922	30,234,799	152,551,721	24.72%	5,991,304	1,737,029	7,728,333	28.99%	128,308,226	31,971,829	160,280,054	24.92%
11 Collier	166,879,657	48,584,923	215,464,580	29.11%	12,069,065	4,070,643	16,139,708	33.73%	178,948,722	52,655,566	231,604,288	29.42%
12 Columbia	29,504,591	8,784,929	38,289,521	29.77%	1,719,772	388,115	2,108,587	22.61%	31,224,364	9,173,744	40,398,107	29.38%
13 Dade	1,046,532,191	353,043,468	1,399,575,659	33.73%	86,308,329	28,371,941	114,680,271	32.87%	1,132,840,520	381,415,409	1,514,255,929	33.67%
14 Desoto	14,671,655	5,027,861	19,699,516	34.27%	1,222,291	571,494	1,793,785	46.76%	15,893,947	5,599,355	21,493,301	35.23%
15 Dixie	5,169,023	1,656,657	6,825,680	32.05%	709,153	356,589	1,065,742	50.28%	5,878,176	2,013,246	7,891,422	34.25%
16 Duval	376,759,188	126,188,768	502,947,956	33.49%	16,061,621	6,902,138	22,963,760	42.97%	392,820,810	133,090,906	525,911,715	33.88%
17 Escambia	129,704,823	35,973,847	165,678,670	27.74%	5,368,294	1,620,633	6,988,926	30.19%	135,073,116	37,594,480	172,667,596	27.83%
18 Flagler	39,457,234	10,299,011	49,756,245	26.10%	2,211,434	514,308	2,725,742	23.26%	41,668,668	10,813,319	52,481,987	25.95%
19 Franklin	3,207,307	946,688	4,153,995	29.52%	666,995	135,690	802,685	20.34%	3,874,302	1,082,378	4,956,680	27.94%
20 Gadsden	14,032,057	3,388,251	17,420,308	24.15%	2,273,810	536,935	2,810,745	23.61%	16,305,867	3,925,187	20,231,053	24.07%
21 Gilchrist	8,642,111	2,321,269	10,963,381	26.86%	1,174,200	273,933	1,448,133	23.33%	9,816,312	2,595,202	12,411,514	26.44%
22 Glades	4,637,317	1,245,853	5,883,170	26.87%	97,788	97,297	395,085	32.67%	4,935,104	1,343,151	6,278,255	27.22%
23 Gulf	6,254,345	1,672,749	7,927,094	26.75%	480,167	142,763	622,930	29.73%	6,734,513	1,815,512	8,550,024	26.96%
24 Hamilton	5,134,681	1,091,830	6,226,510	21.26%	437,727	92,264	529,991	21.08%	5,572,408	1,184,093	6,756,502	21.25%
25 Hardee	16,143,001	5,724,107	21,867,107	35.46%	1,144,692	464,089	1,608,782	40.54%	17,287,693	6,188,196	23,475,889	35.80%
26 Hendry	21,216,150	7,626,386	28,842,536	35.95%	2,649,479	1,036,361	3,685,840	39.12%	23,865,629	8,662,747	32,528,376	36.30%
27 Hernando	71,690,624	21,716,726	93,407,350	30.29%	1,826,687	661,275	2,487,962	36.20%	73,517,311	22,378,001	95,895,312	30.44%
28 Highlands	37,863,987	12,917,495	50,781,482	34.12%	2,678,858	942,108	3,620,966	35.17%	40,542,845	13,859,603	54,402,447	34.19%
29 Hillsborough	728,737,034	190,735,908	919,472,942	26.17%	51,497,951	14,241,661	65,739,612	27.65%	780,234,985	204,977,569	985,212,554	26.27%
30 Holmes	10,684,213	2,802,654	13,486,867	26.23%	1,259,761	359,334	1,619,095	28.52%	11,943,974	3,161,988	15,105,962	26.47%
31 Indian River	53,174,079	13,232,142	66,406,221	24.88%	3,490,190	984,200	4,474,389	28.20%	56,664,269	14,216,342	70,880,610	25.09%
32 Jackson	22,227,711	5,018,604	27,246,315	22.58%	2,669,455	671,778	3,341,234	25.17%	24,897,167	5,690,382	30,587,549	22.86%
33 Jefferson	2,916,295	659,360	3,575,655	22.61%	304,934	90,039	394,973	29.53%	3,221,229	749,399	3,970,628	23.26%
34 Lafayette	3,892,261	967,203	4,859,464	24.85%	301,142	79,945	381,087	26.55%	4,193,402	1,047,149	5,240,551	24.97%
35 Lake	110,833,373	33,531,723	144,365,096	30.25%	3,046,643	933,289	3,979,932	30.63%	113,880,016	34,465,012	148,345,028	30.26%
36 Lee	253,442,810	72,216,833	325,659,643	28.49%	20,928,258	6,611,196	27,539,454	31.59%	274,371,068	78,828,029	353,199,097	28.73%
37 Leon	101,379,059	26,316,587	127,695,646	25.96%	5,044,655	1,570,772	6,615,427	31.14%	106,423,714	27,887,359	134,311,074	26.20%
38 Levy	16,726,286	4,752,278	21,478,564	28.41%	1,250,983	432,424	1,683,407	34.57%	17,977,269	5,184,702	23,161,971	28.84%
39 Liberty	4,231,983	1,027,971	5,259,954	24.29%	260,864	56,445	317,309	21.64%	4,492,847	1,084,416	5,577,264	24.14%
40 Madison	7,545,652	1,834,849	9,380,501	24.32%	924,198	234,287	1,158,485	25.35%	8,469,850	2,069,136	10,538,986	24.43%
41 Manatee	138,193,020	42,622,952	180,815,972	30.84%	6,539,869	2,004,719	8,544,588	30.65%	144,732,889	44,627,671	189,360,560	30.83%
42 Marion	132,065,485	36,133,373	168,198,858	27.36%	9,186,114	3,480,100	12,666,213	37.88%	141,251,599	39,613,473	180,865,071	28.04%
43 Martin	59,521,034	17,505,159	77,026,193	29.41%	2,128,138	828,565	2,956,703	38.93%	61,649,172	18,333,724	79,982,896	29.74%
44 Monroe	35,299,213	11,391,662	46,690,875	32.27%	2,135,201	735,459	2,870,660	34.44%	37,434,414	12,127,121	49,561,535	32.40%
45 Nassau	35,173,116	10,023,301	45,196,617	28.50%	1,604,176	410,353	2,014,529	25.58%	36,777,292	10,433,854	47,211,146	28.37%
46 Okaloosa	103,050,405	29,859,823	132,910,229	28.98%	6,422,066	2,069,796	8,491,862	32.23%	109,472,472	31,929,620	141,402,091	29.17%
47 Okeechobee	19,734,089	6,236,297	25,970,386	31.60%	552,958	256,645	809,602	46.41%	20,287,047	6,492,942	26,779,989	32.01%
48 Orange	589,626,543	199,441,540	789,068,083	33.83%	17,998,289	6,281,923	24,280,212	34.90%	607,624,832	205,723,463	813,348,295	33.86%
49 Osceola	156,816,482	46,763,298	203,579,781	29.82%	9,863,769	4,176,670	14,040,439	42.34%	166,680,252	50,939,968	217,620,220	30.56%
50 Palm Beach	619,028,573	191,934,029	810,962,602	31.01%	30,567,256	10,691,126	41,258,381	34.98%	649,595,829	202,625,155	852,220,984	31.19%
51 Pasco	210,987,614	65,130,512	276,118,126	30.87%	13,487,733	5,338,813	18,826,546	39.58%	224,475,347	70,469,325	294,944,672	31.39%
52 Pinellas	369,734,678	114,298,902	484,033,580	30.91%	20,660,157	6,022,855	26,683,011	29.15%	390,394,835	120,321,757	510,716,591	30.82%
53 Polk	293,904,666	88,443,088	382,347,755	30.09%	19,043,068	6,488,135	25,531,203	34.07%	312,947,734	94,931,223	407,878,957	30.33%
54 Putnam	32,788,437	8,271,049	41,059,486	25.23%	3,463,490	890,537	4,354,027	25.71%	36,251,926	9,161,586	45,413,513	25.27%
55 St. Johns	108,715,934	37,809,430	146,525,364	34.78%	2,564,275	1,063,716	3,627,992	41.48%	111,280,209	38,873,146	150,153,356	34.93%
56 St. Lucie	115,230,796	35,661,290	150,892,086	30.95%	7,450,772	2,238,526	9,689,298	30.04%	122,681,568	37,899,817	160,581,385	30.89%
57 Santa Rosa	90,376,121	23,232,520	113,608,642	25.71%	3,679,079	1,032,951	4,712,030	28.08%	94,055,200	24,265,471	118,320,672	25.80%
58 Sarasota	160,439,704	47,118,993	207,558,697	29.37%	9,434,049	2,920,610	12,354,659	30.96%	169,873,753	50,039,603	219,913,356	29.46%
59 Seminole	219,495,509	66,343,797	285,839,306	30.23%	10,479,723	2,930,357	13,410,080	27.96%	229,975,232	69,274,154	299,249,386	30.12%
60 Sumter	18,259,300	4,916,331	23,175,630	26.93%	1,388,117	419,433	1,807,550	30.22%	19,647,417	5,335,763	24,983,180	27.16%
61 Suwannee	19,311,196	4,502,202	23,813,398	23.31%	3,205,505	677,510	3,883,015	21.14%	22,516,701	5,179,712	27,696,413	23.00%
62 Taylor	9,750,974	2,247,390	11,998,364	23.05%	1,339,819	345,091	1,684,910	25.76%	11,090,793	2,592,481	13,683,274	23.38%
63 Union	7,288,562	2,036,794	9,325,356	27.95%	619,619	162,451	782,069	26.22%	7,908,180	2,199,245	10,107,425	27.81%
64 Volusia	196,557,508	62,748,100	259,305,608	31.92%	7,601,525	2,065,759	9,667,284	27.18%	204,159,033	64,813,859	268,972,892	31.75%
65 Wakulla	14,629,566	3,801,617	18,431,183	25.99%	1,029,467	290,709	1,320,176	28.24%	15,659,034	4,092,327	19,751,360	26.13%
66 Walton	28,442,887	8,168,569	36,611,456	28.72%	941,774	366,449	1,308,222	38.91%	29,384,661	8,535,018	37,919,679	29.05%
67 Washington	13,301,977	3,378,853	16,680,830	25.40%	772,754	269,740	1,042,495	34.91%	14,074,731	3,648,593	17,723,324	25.92%
State	\$8,527,545,203	\$2,560,176,973	\$11,087,722,176	30.02%	\$542,488,366	\$177,099,444	\$719,587,810	32.65%	\$9,070,033,570	\$2,737,276,417	\$11,807,309,987	30.18%

\* Paraprofessional salaries and benefits are included.

2015-16 Classroom Teachers' Salaries and Benefits\*

	General Fund Total Salaries & Benefits	Special Revenue (federal) Fund Total Salaries & Benefits	General Fund & Special Revenue (federal) Fund Salaries & Benefits Expenditures	Total General Fund & Special Revenue (federal) Fund Expenditures	Percentage of Salaries & Benefits to Total Expenditures
1 Alachua	\$103,626,002	\$11,165,537	\$114,791,539	\$260,106,226	44.13%
2 Baker	18,801,441	1,126,861	19,928,302	41,723,323	47.76%
3 Bay	103,431,072	6,541,693	109,972,765	232,930,275	47.21%
4 Bradford	11,704,519	1,747,180	13,451,700	27,927,305	48.17%
5 Brevard	287,161,038	19,203,234	306,364,272	611,465,704	50.10%
6 Broward	987,867,675	101,077,225	1,088,944,900	2,372,326,422	45.90%
7 Calhoun	9,136,138	270,316	9,406,453	20,295,759	46.35%
8 Charlotte	68,260,996	4,310,054	72,571,050	148,671,364	48.81%
9 Citrus	62,839,481	4,075,575	66,915,056	134,365,945	49.80%
10 Clay	152,551,721	7,728,333	160,280,054	290,644,815	55.15%
11 Collier	215,464,580	16,139,708	231,604,288	467,561,103	49.53%
12 Columbia	38,289,521	2,108,587	40,398,107	84,377,185	47.88%
13 Dade	1,399,575,659	114,680,271	1,514,255,929	3,208,268,240	47.20%
14 Desoto	19,699,516	1,793,785	21,493,301	46,017,633	46.71%
15 Dixie	6,825,680	1,065,742	7,891,422	19,015,526	41.50%
16 Duval	502,947,956	22,963,760	525,911,715	1,128,973,213	46.58%
17 Escambia	165,678,670	6,988,926	172,667,596	356,711,959	48.41%
18 Flagler	49,756,245	2,725,742	52,481,987	108,892,313	48.20%
19 Franklin	4,153,995	802,685	4,956,680	14,553,794	34.06%
20 Gadsden	17,420,308	2,810,745	20,231,053	56,107,752	36.06%
21 Gilchrist	10,963,381	1,448,133	12,411,514	28,402,564	43.70%
22 Glades	5,883,170	395,085	6,278,255	16,921,210	37.10%
23 Gulf	7,927,094	622,930	8,550,024	18,862,037	45.33%
24 Hamilton	6,226,510	529,991	6,756,502	18,578,782	36.37%
25 Hardee	21,867,107	1,608,782	23,475,889	48,158,372	48.75%
26 Hendry	28,842,536	3,685,840	32,528,376	64,918,428	50.11%
27 Hernando	93,407,350	2,487,962	95,895,312	181,717,266	52.77%
28 Highlands	50,781,482	3,620,966	54,402,447	108,182,872	50.29%
29 Hillsborough	919,472,942	65,739,612	985,212,554	2,015,131,919	48.89%
30 Holmes	13,486,867	1,619,095	15,105,962	29,336,799	51.49%
31 Indian River	66,406,221	4,474,389	70,880,610	160,945,697	44.04%
32 Jackson	27,246,315	3,341,234	30,587,549	61,719,332	49.56%
33 Jefferson	3,575,655	394,973	3,970,628	9,997,840	39.71%
34 Lafayette	4,859,464	381,087	5,240,551	11,011,365	47.59%
35 Lake	144,365,096	3,979,932	148,345,028	354,127,482	41.89%
36 Lee	325,659,643	27,539,454	353,199,097	807,424,695	43.74%
37 Leon	127,695,646	6,615,427	134,311,074	294,257,829	45.64%
38 Levy	21,478,564	1,683,407	23,161,971	50,366,573	45.99%
39 Liberty	5,259,954	317,309	5,577,264	15,299,293	36.45%
40 Madison	9,380,501	1,158,485	10,538,986	25,399,593	41.49%
41 Manatee	180,815,972	8,544,588	189,360,560	435,822,725	43.45%
42 Marion	168,198,858	12,666,213	180,865,071	385,346,601	46.94%
43 Martin	77,026,193	2,956,703	79,982,896	168,326,512	47.52%
44 Monroe	46,690,875	2,870,660	49,561,535	103,153,164	48.05%
45 Nassau	45,196,617	2,014,529	47,211,146	95,023,499	49.68%
46 Okaloosa	132,910,229	8,491,862	141,402,091	269,678,977	52.43%
47 Okeechobee	25,970,386	809,602	26,779,989	57,105,527	46.90%
48 Orange	789,068,083	24,280,212	813,348,295	1,736,591,723	46.84%
49 Osceola	203,579,781	14,040,439	217,620,220	510,964,730	42.59%
50 Palm Beach	810,962,602	41,258,381	852,220,984	1,782,903,256	47.80%
51 Pasco	276,118,126	18,826,546	294,944,672	601,854,884	49.01%
52 Pinellas	484,033,580	26,683,011	510,716,591	965,738,839	52.88%
53 Polk	382,347,755	25,531,203	407,878,957	861,666,771	47.34%
54 Putnam	41,059,486	4,354,027	45,413,513	102,056,368	44.50%
55 St. Johns	146,525,364	3,627,992	150,153,356	304,616,791	49.29%
56 St. Lucie	150,892,086	9,689,298	160,581,385	353,188,328	45.47%
57 Santa Rosa	113,608,642	4,712,030	118,320,672	221,631,561	53.39%
58 Sarasota	207,558,697	12,354,659	219,913,356	447,377,735	49.16%
59 Seminole	285,839,306	13,410,080	299,249,386	553,638,298	54.05%
60 Sumter	23,175,630	1,807,550	24,983,180	77,349,318	32.30%
61 Suwannee	23,813,398	3,883,015	27,696,413	54,638,559	50.69%
62 Taylor	11,998,364	1,684,910	13,683,274	29,795,814	45.92%
63 Union	9,325,356	782,069	10,107,425	19,933,039	50.71%
64 Volusia	259,305,608	9,667,284	268,972,892	517,758,942	51.95%
65 Wakulla	18,431,183	1,320,177	19,751,360	43,660,530	45.24%
66 Walton	36,611,456	1,308,222	37,919,679	80,984,192	46.82%
67 Washington	16,680,830	1,042,495	17,723,324	36,613,357	48.41%
State	\$11,087,722,176	\$719,587,810	\$11,807,309,987	\$24,769,115,845	47.67%

\* Paraprofessional salaries and benefits are included.

2016-17 FEFP Third Calculation  
 AP, IB and AICE Funding

District	Advanced Placement Funding	IB Funding	AICE Funding	Career and Professional Education Funding	Total AP, IB, AICE and CAPE Funding
	-1-	-2-	-3-	-4-	-5-
1 Alachua	1,981,817	672,912	595,502	637,899	3,888,130
2 Baker	2,600	0	0	78,407	81,007
3 Bay	655,942	189,357	422,931	359,222	1,627,452
4 Bradford	647	0	0	34,777	35,424
5 Brevard	2,798,594	316,646	1,319,453	1,838,191	6,272,884
6 Broward	12,946,789	778,399	4,545,497	3,300,596	21,571,281
7 Calhoun	0	0	0	53,556	53,556
8 Charlotte	409,955	0	62,970	452,221	925,146
9 Citrus	357,477	201,318	0	242,042	800,837
10 Clay	1,349,463	269,215	886,866	920,859	3,426,403
11 Collier	1,514,260	0	1,532,531	950,255	3,997,046
12 Columbia	121,618	0	0	53,168	174,786
13 Miami-Dade	16,573,979	2,278,023	3,611,679	4,784,645	27,248,326
14 DeSoto	15,614	0	0	55,301	70,915
15 Dixie	19,867	0	0	73,337	93,204
16 Duval	4,429,861	1,285,758	1,370,105	495,817	7,581,541
17 Escambia	766,984	412,587	0	933,932	2,113,503
18 Flagler	296,973	112,000	0	76,544	485,517
19 Franklin	0	0	0	7,436	7,436
20 Gadsden	0	0	0	118,239	118,239
21 Gilchrist	632	0	0	87,308	87,940
22 Glades	0	0	0	16,919	16,919
23 Gulf	0	0	0	38,047	38,047
24 Hamilton	1,238	0	0	26,509	27,747
25 Hardee	28,348	0	0	35,838	64,186
26 Hendry	163,050	0	0	74,595	237,645
27 Hernando	461,221	123,552	0	617,765	1,202,538
28 Highlands	114,674	71,988	0	99,786	286,448
29 Hillsborough	11,594,781	2,279,606	0	2,256,352	16,130,739
30 Holmes	0	0	0	91,869	91,869
31 Indian River	514,269	183,076	0	584,849	1,282,194
32 Jackson	46,154	0	0	81,923	128,077
33 Jefferson	0	0	0	25,188	25,188
34 Lafayette	0	0	0	117,694	117,694
35 Lake	1,312,641	0	0	1,249,774	2,562,415
36 Lee	1,504,022	1,236,022	2,746,249	2,547,430	8,033,723
37 Leon	1,955,546	153,079	0	279,168	2,387,793
38 Levy	44,818	0	0	186,134	230,952
39 Liberty	1,240	0	0	51,159	52,399
40 Madison	0	0	0	113,883	113,883
41 Manatee	1,100,658	239,273	339,801	985,549	2,665,281
42 Marion	785,137	504,764	776,005	446,046	2,511,952
43 Martin	978,406	280,105	0	445,679	1,704,190
44 Monroe	422,536	0	0	167,212	589,748
45 Nassau	316,188	0	0	508,370	824,558
46 Okaloosa	1,347,269	218,463	623,499	1,238,120	3,427,351
47 Okeechobee	43,938	0	0	174,458	218,396
48 Orange	10,664,319	1,314,281	162,659	3,037,795	15,179,054
49 Osceola	1,280,631	500,410	0	955,799	2,736,840
50 Palm Beach	9,075,913	2,074,050	10,993,365	6,406,330	28,549,678
51 Pasco	2,368,344	479,436	170,576	685,262	3,703,618
52 Pinellas	3,507,395	1,226,030	892,938	1,882,828	7,509,191
53 Polk	1,389,581	523,285	75,323	1,874,352	3,862,541
54 Putnam	30,119	0	173,661	54,870	258,650
55 St. Johns	3,427,305	728,566	554,616	809,037	5,519,524
56 St. Lucie	276,125	298,504	338,468	594,116	1,507,213
57 Santa Rosa	642,481	0	38,549	582,368	1,263,398
58 Sarasota	2,131,844	717,557	1,354,834	1,081,354	5,285,589
59 Seminole	5,552,083	499,483	0	1,704,283	7,755,849
60 Sumter	96,999	0	0	73,786	170,785
61 Suwannee	85,492	0	0	246,953	332,445
62 Taylor	9,845	0	0	94,605	104,450
63 Union	8,977	0	0	48,492	57,469
64 Volusia	1,683,475	938,489	0	1,209,918	3,831,882
65 Wakulla	50,653	0	0	330,430	381,083
66 Walton	137,220	0	0	130,367	267,587
67 Washington	6,244	0	0	45,267	51,511
68 Washington Special	0	0	0	0	0
69 FAMU Lab School	0	0	0	0	0
70 FAU - Palm Beach	0	0	0	0	0
71 FAU - St. Lucie	0	0	0	0	0
72 FSU Lab - Broward	0	0	0	0	0
73 FSU Lab - Leon	119,885	0	0	35,853	155,738
74 UF Lab	155,144	0	0	0	155,144
75 Virtual School	1,489,867	0	0	60,746	1,550,613
<b>Total</b>	<b>111,169,147</b>	<b>21,106,234</b>	<b>33,588,097</b>	<b>49,958,879</b>	<b>215,822,357</b>

2015-16  
 AP, IB, AICE and CAPE Teacher Bonuses

District	Advanced Placement Bonuses	IB Bonuses	AICE Bonuses	Career and Professional Education Bonuses	Total AP, IB, AICE and CAPE Bonuses
	-1-	-2-	-3-	-4-	-5-
1 Alachua	79,425	0	0	0	79,425
2 Baker	600	0	0	0	600
3 Bay	47,850	13,050	22,050	0	82,950
4 Bradford	0	0	0	0	0
5 Brevard	184,550	25,950	45,350	0	255,850
6 Broward	685,267	57,550	76,350	0	819,167
7 Calhoun	0	0	0	0	0
8 Charlotte	25,550	0	2,450	16,900	44,900
9 Citrus	19,450	9,050	0	10,825	39,325
10 Clay	0	0	0	0	0
11 Collier	94,726	0	81,950	0	176,676
12 Columbia	8,550	0	3,775	0	12,325
13 Miami-Dade	933,925	108,050	0	174,675	1,216,650
14 DeSoto	0	0	0	0	0
15 Dixie	1,200	0	0	0	1,200
16 Duval	211,950	58,400	44,000	17,425	331,775
17 Escambia	0	0	0	0	0
18 Flagler	20,150	7,550	0	0	27,700
19 Franklin	0	0	0	0	0
20 Gadsden	0	0	0	0	0
21 Gilchrist	0	0	0	0	0
22 Glades	0	0	0	0	0
23 Gulf	0	0	0	0	0
24 Hamilton	0	0	0	0	0
25 Hardee	3,900	0	0	0	3,900
26 Hendry	7,200	0	0	0	7,200
27 Hernando	36,750	12,400	0	0	49,150
28 Highlands	14,125	5,750	0	0	19,875
29 Hillsborough	602,750	127,500	0	0	730,250
30 Holmes	0	0	0	1,400	1,400
31 Indian River	600	0	0	0	600
32 Jackson	0	0	0	0	0
33 Jefferson	0	0	0	0	0
34 Lafayette	0	0	0	2,700	2,700
35 Lake	86,050	0	54,675	0	140,725
36 Lee	147,691	50,637	0	0	198,327
37 Leon	127,300	11,850	0	0	139,150
38 Levy	6,000	0	0	0	6,000
39 Liberty	0	0	0	0	0
40 Madison	0	0	0	0	0
41 Manatee	91,100	0	0	0	91,100
42 Marion	0	0	0	0	0
43 Martin	50,900	17,650	0	0	68,550
44 Monroe	0	0	0	0	0
45 Nassau	16,700	0	0	0	16,700
46 Okaloosa	0	0	0	0	0
47 Okeechobee	4,600	0	0	6,000	10,600
48 Orange	524,050	62,500	0	0	586,550
49 Osceola	78,000	32,625	0	2,150	112,775
50 Palm Beach	529,900	77,100	302,375	181,040	1,090,415
51 Pasco	139,026	29,100	0	0	168,126
52 Pinellas	196,850	52,550	39,250	71,110	359,760
53 Polk	96,000	0	0	0	96,000
54 Putnam	2,500	0	0	2,650	5,150
55 St. Johns	164,760	34,850	23,050	0	222,660
56 St. Lucie	18,350	14,650	12,800	0	45,800
57 Santa Rosa	52,450	0	0	17,225	69,675
58 Sarasota	104,200	32,800	43,900	35,850	216,750
59 Seminole	311,350	22,400	0	0	333,750
60 Sumter	8,477	0	0	0	8,477
61 Suwannee	0	0	0	0	0
62 Taylor	0	0	0	0	0
63 Union	4,200	0	0	0	4,200
64 Volusia	600,514	53,350	0	0	653,864
65 Wakulla	2,850	0	0	1,725	4,575
66 Walton	0	0	0	0	0
67 Washington	5,750	0	0	0	5,750
68 Washington Special	0	0	0	0	0
69 FAMU Lab School	0	0	0	0	0
70 FAU - Palm Beach	0	0	2,500	0	2,500
71 FAU - St. Lucie	0	0	0	0	0
72 FSU Lab - Broward	0	0	0	0	0
73 FSU Lab - Leon	500	0	0	5,375	5,875
74 UF Lab	12,300	0	0	0	12,300
75 Virtual School	0	0	0	0	0
<b>Total</b>	<b>6,360,885</b>	<b>917,312</b>	<b>754,475</b>	<b>547,050</b>	<b>8,579,721</b>



# Florida's Best & Brightest Teacher Scholarship Program

**Appropriations Subcommittee on Pre K-12 Education**  
**Brian Dassler, Ed. D., Deputy Chancellor for Educator Quality**  
**January 25, 2017**



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

[www.FLDOE.org](http://www.FLDOE.org)

## Overview of Program

### 1012.731, F.S., The Florida Best and Brightest Teacher Scholarship Program

(1) The Legislature recognizes that, second only to parents, teachers play the most critical role within schools in preparing students to achieve a high level of academic performance. The Legislature further recognizes that research has linked student outcomes to a teacher's own academic achievement. Therefore, it is the intent of the Legislature to designate teachers who have achieved high academic standards during their own education as Florida's best and brightest teacher scholars.

(2) There is created the Florida Best and Brightest Teacher Scholarship Program to be administered by the Department of Education. The scholarship program shall provide categorical funding for scholarships to be awarded to classroom teachers, as defined in s. 1012.01(2)(a), who have demonstrated a high level of academic achievement.

(3)(a) To be eligible for a scholarship, a classroom teacher must have achieved a composite score at or above the 80th percentile on either the SAT or the ACT based on the National Percentile Ranks in effect when the classroom teacher took the assessment and have been evaluated as highly effective pursuant to s. 1012.34 in the school year immediately preceding the year in which the scholarship will be awarded, unless the classroom teacher is newly hired by the district school board and has not been evaluated pursuant to s. 1012.34. (b) In order to demonstrate eligibility for an award, an eligible classroom teacher must submit to the school district, no later than November 1, an official record of his or her SAT or ACT score demonstrating that the classroom teacher scored at or above the 80th percentile based on the National Percentile Ranks in effect when the teacher took the assessment. Once a classroom teacher is deemed eligible by the school district, including teachers deemed eligible in the 2015-2016 fiscal year, the teacher shall remain eligible as long as he or she remains employed by the school district as a classroom teacher at the time of the award and receives an annual performance evaluation rating of highly effective pursuant to s. 1012.34.

## Overview of Program

### 1012.731, F.S., The Florida Best and Brightest Teacher Scholarship Program

(4) Annually, by December 1, each school district shall submit to the department the number of eligible classroom teachers who qualify for the scholarship.

(5) Annually, by February 1, the department shall disburse scholarship funds to each school district for each eligible classroom teacher to receive a scholarship as provided in the General Appropriations Act. A scholarship in the amount provided in the General Appropriations Act shall be awarded to every eligible classroom teacher. If the number of eligible classroom teachers exceeds the total appropriation authorized in the General Appropriations Act, the department shall prorate the per-teacher scholarship amount.

(6) Annually, by April 1, each school district shall award the scholarship to each eligible classroom teacher.

(7) For purposes of this section, the term "school district" includes the Florida School for the Deaf and the Blind and charter school governing boards.

(8) This section expires July 1, 2017.

## Overview of Program

### Eligibility Requirements / New Classroom Teachers

- Submission to the school district of official ACT report with a composite score at or above 80<sup>th</sup> percentile; or
- Submission to the school district of official SAT report with a composite score at or above 80<sup>th</sup> percentile.
- No evaluation rating requirement.

## Overview of Program

### Eligibility Requirements / Current Classroom Teachers

- Submission to the school district of official ACT report with a composite score at or above 80<sup>th</sup> percentile; or
- Submission to the school district of official SAT report with a composite score at or above 80<sup>th</sup> percentile.
- Once a classroom teacher is deemed eligible by the school district, including teachers deemed eligible in the 2015-2016 fiscal year, the teacher shall remain eligible as long as he or she remains employed by the school district as a classroom teacher at the time of the award and receives an annual performance evaluation rating of highly effective pursuant to s. 1012.34, F.S.

## Administration of Program

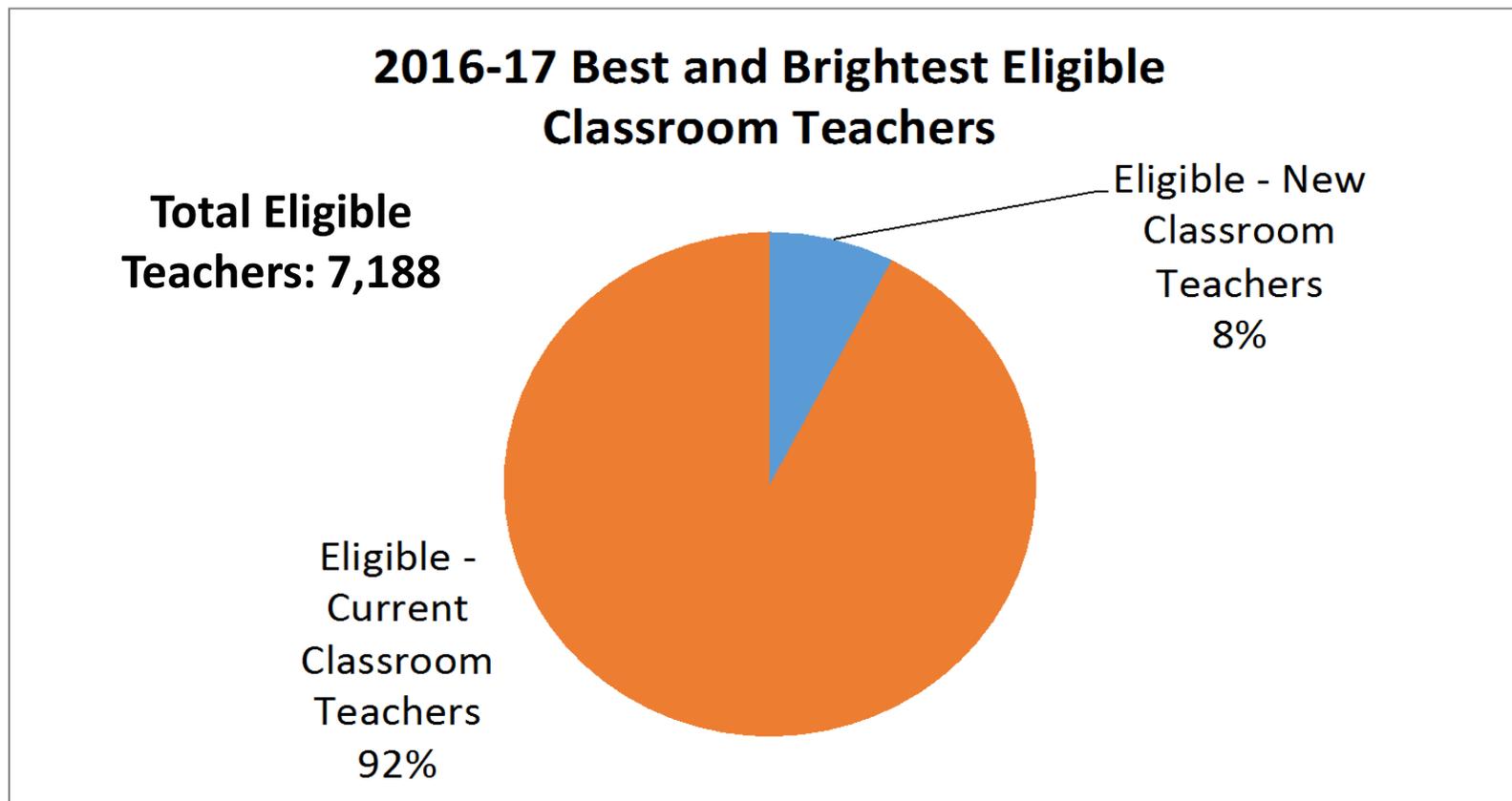
### Deadlines for Eligibility

- Eligible teachers submit ACT or SAT official score reports to school district by November 1.
- School districts, charter schools and Florida School for the Deaf and the Blind provide number of eligible teachers to the Department by December 1.
- Department disburses funds prescribed in the legislative General Appropriations Act to each school district for eligible teachers by February 1.
- Each school district, charter school and Florida School for the Deaf and the Blind provides payment to each eligible teacher by April 1.

## Administration of Program Implementation Guidance to Districts

- Division of Public Schools Memo #2016-84 distributed 7/8/16
- Information added to the FLDOE.org homepage  
<http://www.fldoe.org/about-us/best-brightest.shtml>  
(Total page hits as of 1/17/17: 47,919)

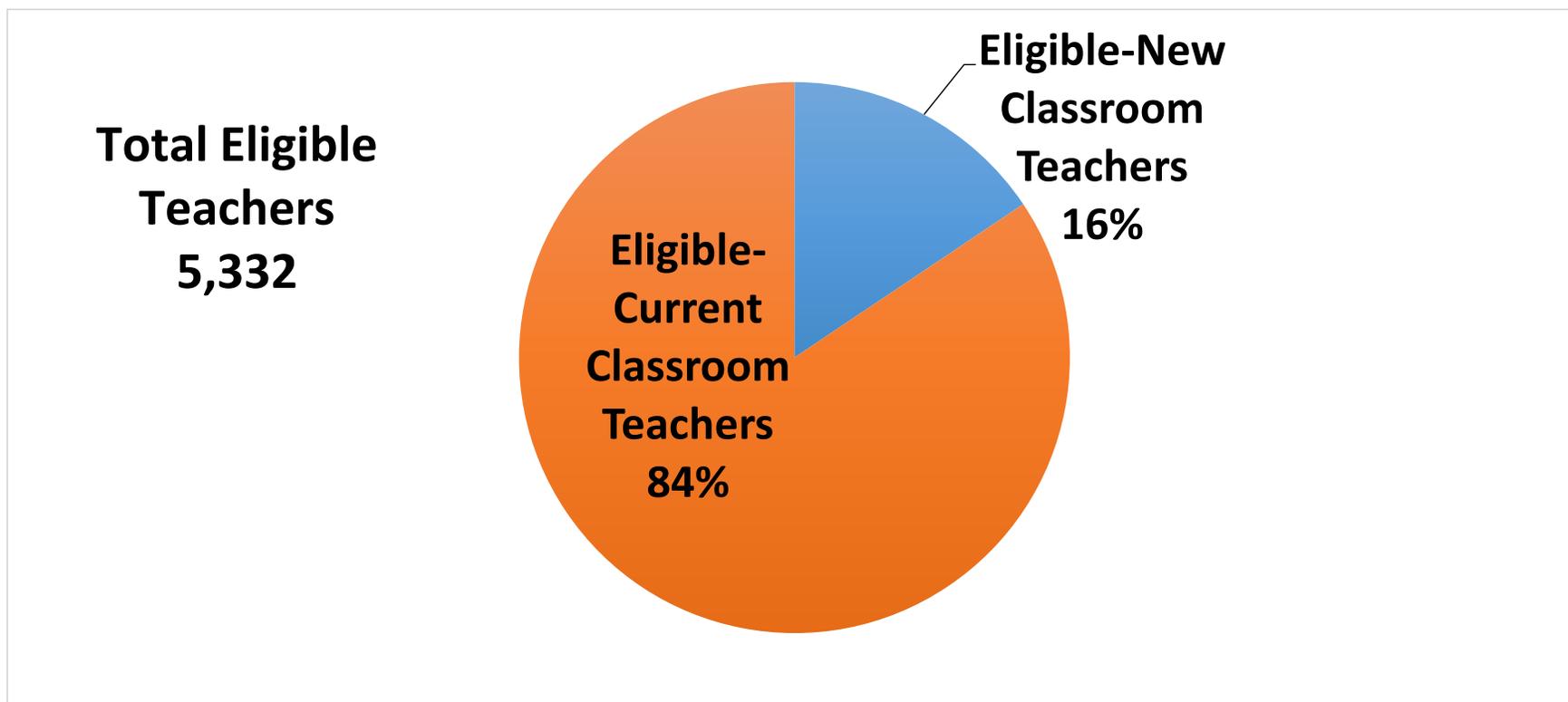
## Administration of Program Eligibility Comparison



Source: Florida School Districts

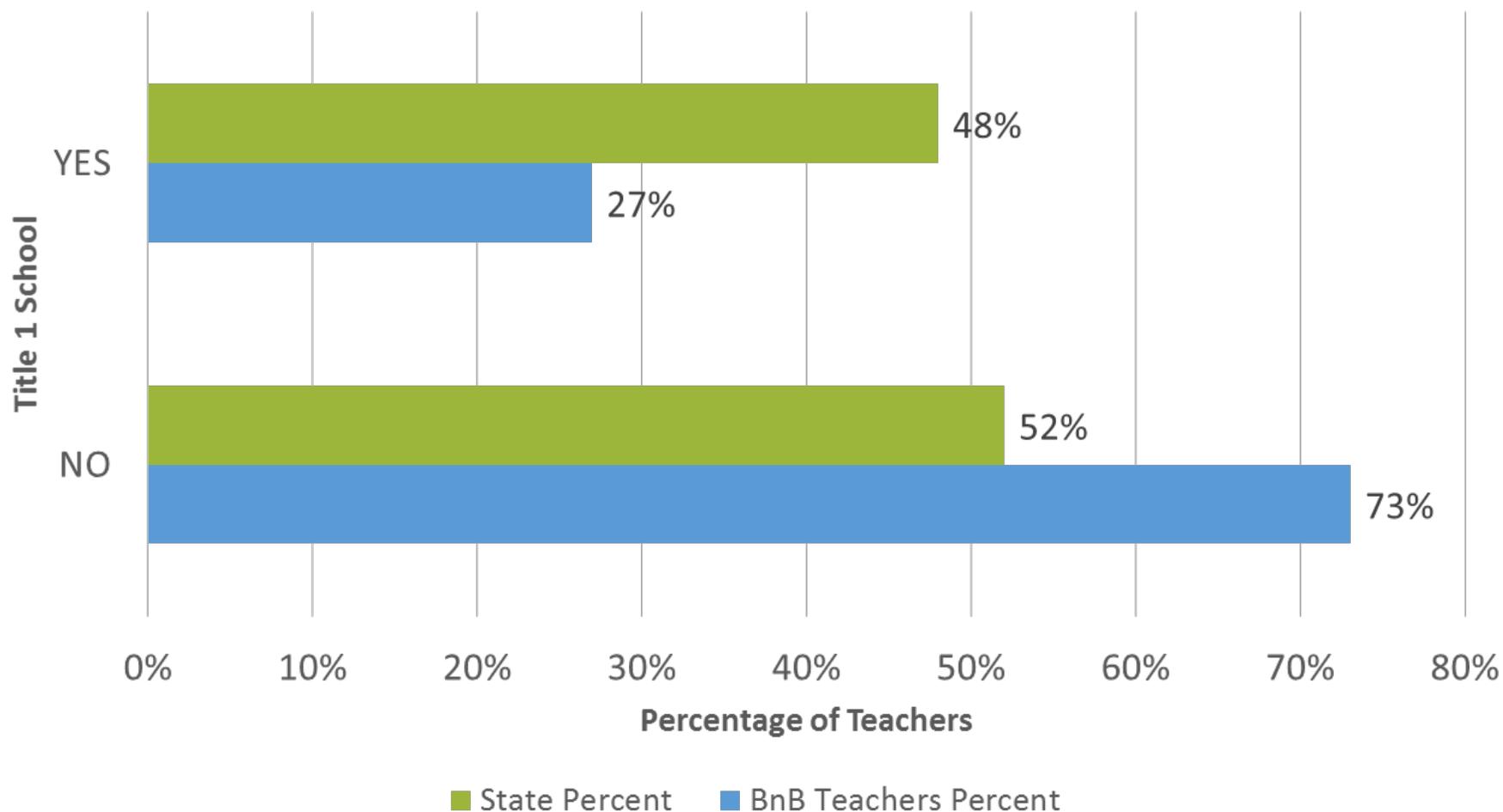
## Administration of Program Eligibility Comparison

### 2015-16 Best and Brightest Eligible Classroom Teachers

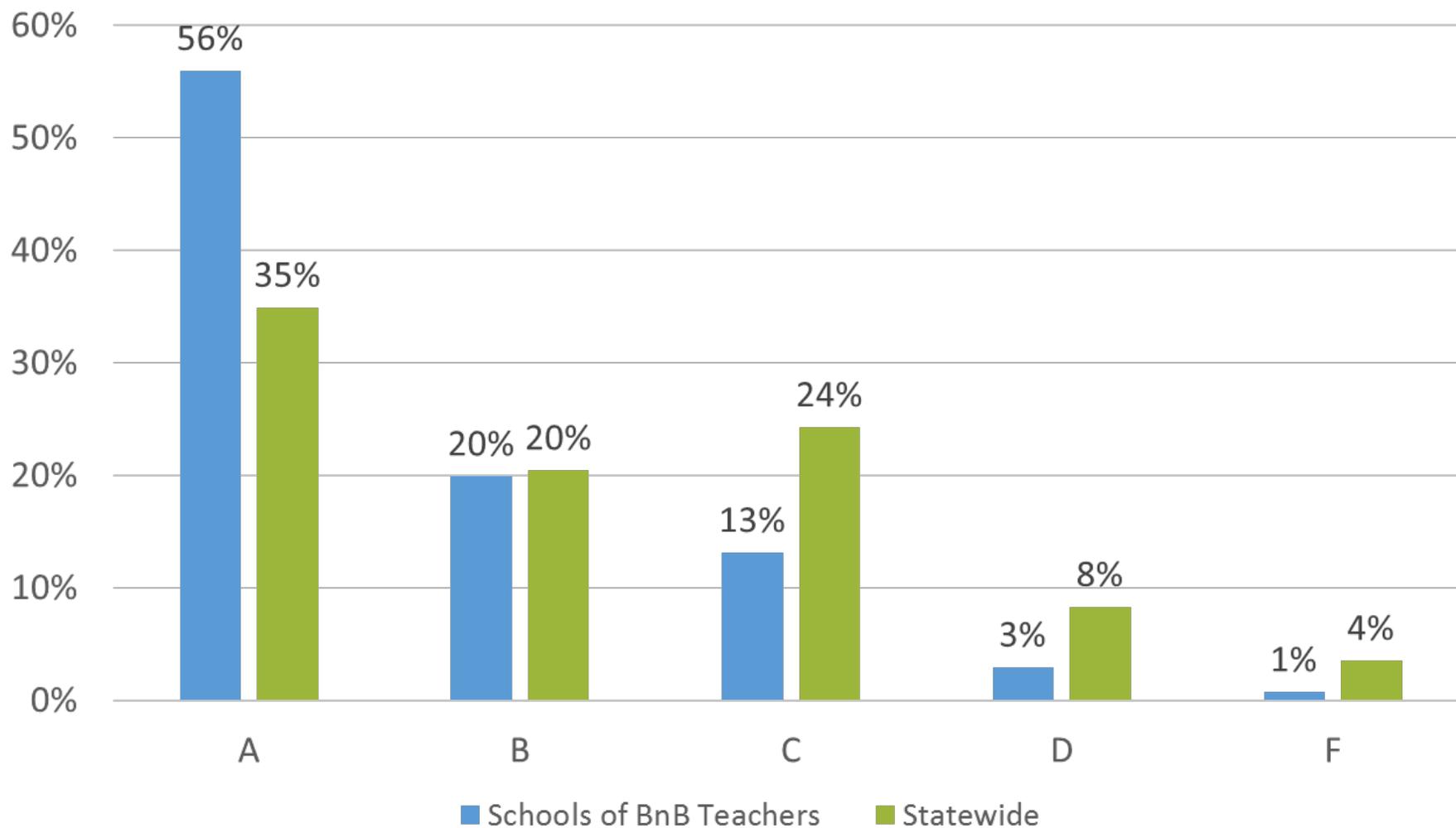


Source: Florida School Districts

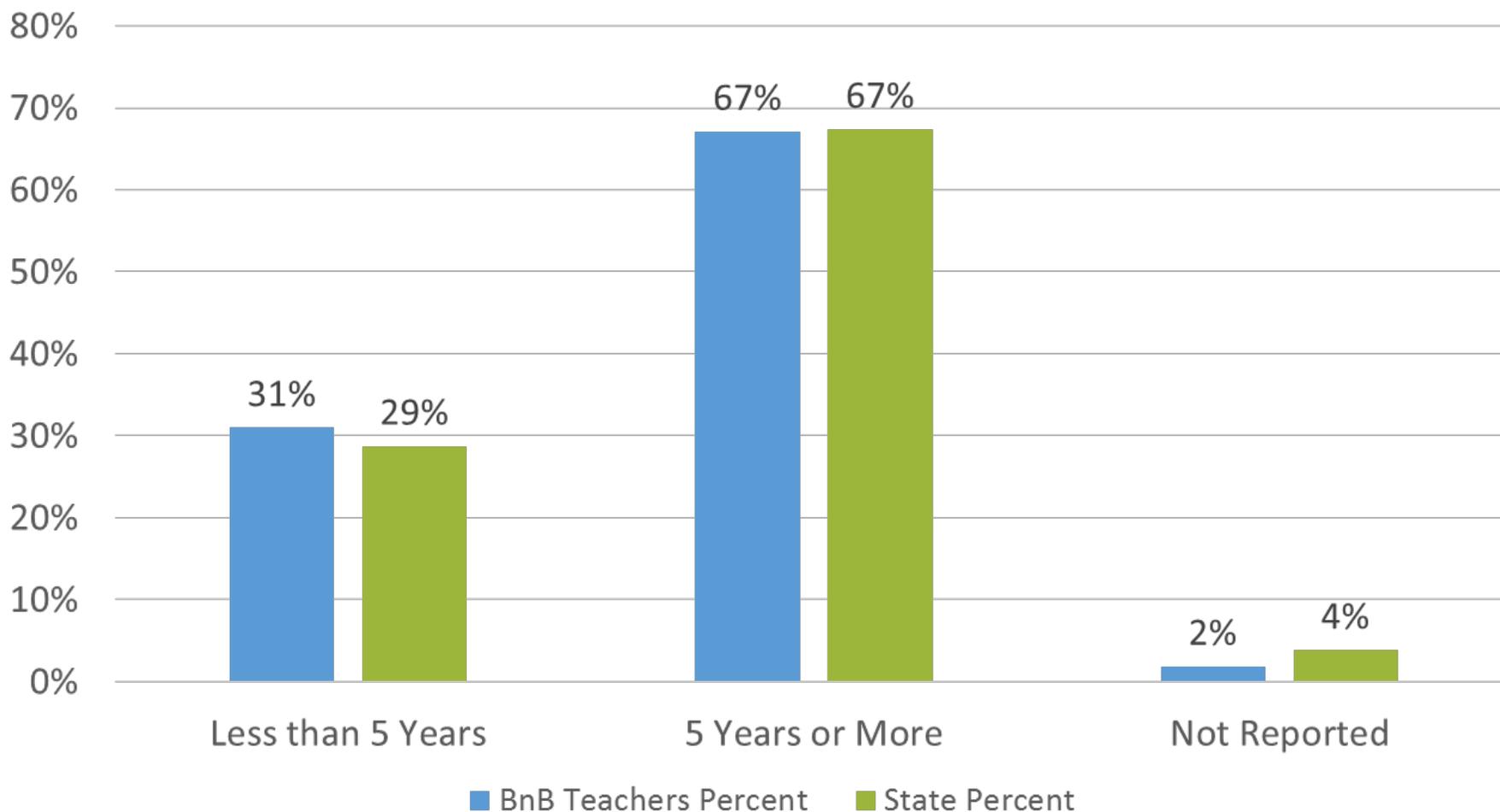
## Distribution of Eligible Teachers in 2014-15 by Title 1 School



## Distribution of Eligible Teachers in 2014-15 by School Grade



## Distribution of Eligible Teachers in 2014-15 by Years of Teaching Experience





[www.FLDOE.org](http://www.FLDOE.org)



# Panel Discussion Topics

- Local teacher compensation systems, including traditional and performance components, salary schedules, bonuses, benefits, and supplements
- Local efforts to recruit and retain teachers, including the use of compensation and other financial incentives
- Positive and negative aspects of the current teacher compensation system and recruitment/retention initiatives such as Best and Brightest program, School Recognition, and AP, IB, AICE and Industry Certification Bonuses
- Suggestions to modify and improve the current teacher compensation system

**THE FLORIDA SENATE**  
**APPEARANCE RECORD**

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

01/26/2017

*Meeting Date*

*Bill Number (if applicable)*

Topic Teacher Retention and Recruitment

*Amendment Barcode (if applicable)*

Name Brian Dassler

Job Title Deputy Chancellor, Educator Quality

Address 325 W. Gaines St.

Phone 850-245-0509

*Street*

Tallahassee

FL

32399

Email Brian.dassler@fldoe.org

*City*

*State*

*Zip*

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
*(The Chair will read this information into the record.)*

Representing Florida Department of Education

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

*While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.*

***This form is part of the public record for this meeting.***

S-001 (10/14/14)

THE FLORIDA SENATE

APPEARANCE RECORD

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

1/25/17

Meeting Date

Bill Number (if applicable)

Topic Teacher Recruitment/Retention

Amendment Barcode (if applicable)

Name Malcolm Thomas

Job Title Superintendent

Address 75 N Pace Blvd

Phone 850 469-6130

Street

Pensacola FL 32505

City

State

Zip

Email mthomas@escambia.k12.fl.us

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
(The Chair will read this information into the record.)

Representing Escambia

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.

This form is part of the public record for this meeting.

THE FLORIDA SENATE

APPEARANCE RECORD

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

1/25/17  
Meeting Date

Bill Number (if applicable)

Topic Teacher Compensation / Recruitment / Retention

Amendment Barcode (if applicable)

Name Richard A. Shirley

Job Title Sumter School Superintendent

Address 2680 West CR 476

Phone (352) 303-4716

Bushnell FL 33513  
City State Zip

Email richard.shirley@sumter.k12.fl.us

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
(The Chair will read this information into the record.)

Representing Sumter Schools

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.

This form is part of the public record for this meeting.

THE FLORIDA SENATE  
**APPEARANCE RECORD**

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

Meeting Date \_\_\_\_\_ Bill Number (if applicable) \_\_\_\_\_

Topic Teacher recruitment & retention Amendment Barcode (if applicable) \_\_\_\_\_

Name Tim Forson

Job Title Superintendent, St. Johns County

Address 40 Orange St. Phone (904) 547-7502  
Street

St. Augustine FL 32084 Email tim.forson@stjohns.k12.fl.us  
City State Zip

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
*(The Chair will read this information into the record.)*

Representing St. Johns County

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

*While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.*

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THE FLORIDA SENATE

APPEARANCE RECORD

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

1/25/16 Meeting Date

Bill Number (if applicable)

Topic Teacher Recruitment & Retention

Amendment Barcode (if applicable)

Name Jacob Oliva

Job Title Superintendent

Address 128 Avolon Ave Street

Phone (352) 503-4193

City Ft Lauderdale State FL Zip 32136

Email oliva@ftlcschools.com

Speaking: For Against Information

Waive Speaking: In Support Against (The Chair will read this information into the record.)

Representing Ft Lauderdale

Appearing at request of Chair: Yes No

Lobbyist registered with Legislature: Yes No

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THE FLORIDA SENATE  
**APPEARANCE RECORD**

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

1-25-17

Meeting Date

Bill Number (if applicable)

Topic EDUCATION / Teacher

Amendment Barcode (if applicable)

Name ROBERT AVOSSA

Job Title Supt. of Schools

Address 3300 Forest Hill Blvd

Phone 561-707-4644

Street

WP.

FL

Email avossa.rm@palmbeachschools.org

City

State

Zip

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
(The Chair will read this information into the record.)

Representing Palm Beach Schools

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

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**THE FLORIDA SENATE**  
**APPEARANCE RECORD**

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

01/26/2017

*Meeting Date*

*Bill Number (if applicable)*

Topic Teacher Retention and Recruitment

*Amendment Barcode (if applicable)*

Name Pam Stewart

Job Title Commissioner, Florida Department of Education

Address 325 W. Gaines St.

Phone 850-245-9663

*Street*

Tallahassee

Fl

32399

Email Pam.Stewart@fldoe.org

*City*

*State*

*Zip*

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
*(The Chair will read this information into the record.)*

Representing Florida Department of Education

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

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***This form is part of the public record for this meeting.***

S-001 (10/14/14)

THE FLORIDA SENATE

APPEARANCE RECORD

(Deliver BOTH copies of this form to the Senator or Senate Professional Staff conducting the meeting)

Meeting Date \_\_\_\_\_  
Topic Retaining Teachers

Bill Number (if applicable) \_\_\_\_\_

Name Juan Dixon

Amendment Barcode (if applicable) \_\_\_\_\_

Job Title CEO

Address 212 B S Monroe

Phone 224 3676

Street Tull

Email JMIXON@FASA  
.net

City \_\_\_\_\_ State FL Zip \_\_\_\_\_

Speaking:  For  Against  Information

Waive Speaking:  In Support  Against  
(The Chair will read this information into the record.)

Representing Fla Assoc Sch Admin

Appearing at request of Chair:  Yes  No

Lobbyist registered with Legislature:  Yes  No

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# CourtSmart Tag Report

**Room:** EL 110  
**Caption:** Appropriations Subcommittee on Pre- K-12 Education

**Case No.:**

**Type:**  
**Judge:**

**Started:** 1/25/2017 10:00:55 AM

**Ends:** 1/25/2017 11:57:51 AM

**Length:** 01:56:57

10:01:01 AM Call to Order-Chair Simmons  
10:01:05 AM Roll Call  
10:01:39 AM Sen. Simmons  
10:05:48 AM Sen. Montford- Recognizing members of Florida Association of Educators  
10:06:33 AM Sen. Simmons  
10:07:55 AM TAB 1 - Workshop on Teacher Pay and Compensation  
10:08:15 AM Brian Dassler, Deputy Chancellor for Educator Quality, Div. of Public Shools, Dept. of Education  
10:26:04 AM Sen. Rouson  
10:26:16 AM B. Dassler  
10:26:49 AM TAB 1A - Best and Brightest Program Update-Dept. of Education  
10:27:06 AM B. Dassler  
10:27:58 AM Sen. Simmons  
10:28:12 AM B. Dassler  
10:34:39 AM Sen. Rouson  
10:35:03 AM B. Dassler  
10:35:21 AM Sen. Lee  
10:35:39 AM B. Dassler  
10:36:11 AM Sen. Lee  
10:37:02 AM Sen. Montford  
10:37:17 AM B. Dassler  
10:38:05 AM Sen. Montford  
10:38:28 AM B. Dassler  
10:39:01 AM Sen. Montford  
10:40:31 AM Sen. Simmons  
10:42:13 AM TAB 1B- Teacher Compensation Panel  
10:42:28 AM Richard Shirley- Superintendent, Sumter County Schools  
10:42:51 AM Jacob Oliva- Superintendent, Flagler County Schools  
10:43:04 AM Tim Forson- Superintendent, St. Johns County Schools  
10:43:13 AM Robert Avossa- Superintendent, Palm Beach County Schools  
10:43:27 AM Malcom Thomas- Superintendent, Escambia County Schools  
10:43:32 AM Pam Stewart- Commissioner of Education, Dept. of Education  
10:43:41 AM M. Thomas  
10:49:14 AM R. Shirley  
10:52:44 AM T. Forson  
10:56:34 AM J. Oliva  
10:58:29 AM R. Avossa  
11:02:19 AM P. Stewart  
11:08:00 AM Sen. Lee  
11:09:45 AM R. Avossa  
11:11:24 AM Sen. Lee  
11:11:46 AM M. Thomas  
11:11:58 AM Sen. Lee  
11:12:36 AM M. Thomas  
11:13:29 AM Sen. Lee  
11:14:13 AM Panel  
11:14:21 AM Sen. Lee  
11:14:39 AM R. Avossa  
11:15:04 AM Sen. Lee  
11:15:19 AM J. Oliva  
11:16:10 AM Sen. Lee  
11:17:50 AM M. Thomas  
11:19:02 AM Sen. Young

11:20:21 AM R. Shirley  
11:23:19 AM P. Stewart  
11:24:39 AM R. Avosa  
11:25:30 AM Sen. Montford  
11:26:31 AM R. Avosa  
11:27:53 AM Sen. Montford  
11:28:09 AM M. Thomas  
11:29:34 AM Sen. Broxson  
11:30:49 AM R. Avossa  
11:32:03 AM Sen. Simmons  
11:32:35 AM R. Avossa  
11:32:56 AM Sen. Simmons  
11:33:05 AM R. Avossa  
11:33:16 AM Sen. Simmons  
11:33:30 AM Sen. Farmer  
11:35:15 AM P. Stewart  
11:35:57 AM Sen. Farmer  
11:36:21 AM P. Stewart  
11:37:26 AM Sen. Simmons  
11:38:33 AM P. Stewart  
11:39:18 AM M. Thomas  
11:40:21 AM Sen. Simmons  
11:42:48 AM P. Stewart  
11:43:20 AM T. Forson  
11:44:22 AM Sen. Simmons  
11:44:40 AM T. Forson  
11:45:45 AM Sen. Simmons  
11:46:20 AM R. Shirley  
11:47:56 AM R. Avossa  
11:49:01 AM Sen. Rouson  
11:51:10 AM R. Avossa  
11:52:42 AM Sen. Lee  
11:53:03 AM Sen. Simmons  
11:53:12 AM Sen. Farmer  
11:54:27 AM John Mixon, CEO Florida Association, School Administration  
11:55:50 AM Sen. Simmons  
11:57:32 AM Meeting Adjourned