

HOUSE OF REPRESENTATIVES STAFF ANALYSIS

BILL #: CS/HB 827 Teacher Bonuses
SPONSOR(S): Education Committee; Porter and others
TIED BILLS: None **IDEN./SIM. BILLS:** None

REFERENCE	ACTION	ANALYST	STAFF DIRECTOR or BUDGET/POLICY CHIEF
1) PreK-12 Innovation Subcommittee	14 Y, 0 N	Dehmer	Healy
2) PreK-12 Appropriations Subcommittee	14 Y, 0 N	Seifert	Potvin
3) Education Committee	15 Y, 0 N, As CS	Dehmer	Hassell

SUMMARY ANALYSIS

School districts that provide International Baccalaureate (IB), Advanced International Certificate of Education (AICE), Advanced Placement (AP) and Career and Professional Education (CAPE) courses receive additional funding based on students achievement in the specific course.

Individual teachers of IB, AICE, AP and CAPE courses are awarded bonuses from portions of the additional funds for students who achieve specific result in the course.

Depending on specific circumstances, a teacher's bonus for an IB, AICE, AP or CAPE course may not exceed either \$2,000 or \$3,000 per year.

The bill removes the annual teacher bonus limits for IB, AICE, AP and CAPE courses.

The bill also requires the district to allocate at least 80 percent of the AICE exam bonus funds to the program that generates the funds.

There is no fiscal impact to the state.

The bill takes effect July 1, 2017.

FULL ANALYSIS

I. SUBSTANTIVE ANALYSIS

A. EFFECT OF PROPOSED CHANGES:

Present Situation

The Legislature allocates public education funding to Florida's 67 school districts and 8 special districts through the Florida Education Finance Program (FEFP). The FEFP provides equalized funding to guarantee to each student in the Florida public education system the availability of programs and services appropriate to his or her educational needs that are substantially equal to those available to any similar student notwithstanding geographic differences and varying local economic factors. The FEFP is the primary mechanism for funding the operating costs of Florida school districts, which among other things, includes the payment of teacher salaries.¹

Teachers of IB, AICE and AP courses are awarded bonuses for students who earn specified scores on the course examinations.²

Yearly Teacher per-Student Bonuses by Advanced Course			
	IB	AP	AICE
Half Credit			\$25
Full Credit	\$50	\$50	\$50
Full Credit D Or F School	\$500 (per teacher)	\$500 (per teacher)	\$500 (per teacher)
Half Credit D Or F School			\$250 (per teacher)
Max if 50% earn 3 or higher (25% for D or F School)	\$3,000	\$3,000	\$2,000
Max if Not met	\$2,000	\$2,000	\$2,000

International Baccalaureate Bonus

Each school district receives additional funding in the amount of 0.16 weighted full-time equivalent student membership (FTE) for each student enrolled in an International Baccalaureate (IB) course who receives a score of 4 or higher on the subject exam and 0.3 weighted FTE for each student who receives an IB diploma. The school district receives the additional funding in the following school year. Each school district must allocate 80 percent of the additional funding to the program where the funds were generated and to programs that prepare prospective students to enroll in IB courses.³

An IB teacher receives a \$50 bonus, from the additional FTE funds generated, for each student who scores 4 or higher on the IB examination. An IB teacher in a "D" or "F" school who has at least one

¹ See s. 1011.60, F.S. The performance salary schedule is funded from the same sources used to pay instructional personnel and school administrators under the grandfathered salary schedule.

² Section 1011.62(1)(l)-(n), F.S.; *International Baccalaureate*, <http://www.ibo.org> (last visited Apr. 18, 2016); University of Cambridge, International Examinations, *Cambridge Advanced International Certificate of Education Diploma*, <http://www.cie.org.uk/qualifications/academic/uppersec/aice> (last visited Apr. 18, 2016); College Board, *Advanced Placement Program*, <http://www.collegeboard.com/student/testing/ap/about.html> (last visited Apr. 18, 2016).

³ Section 1011.62(1)(l), F.S.

student scoring 4 or higher on the IB examination receives an additional \$500 bonus.⁴ The bonus awarded to a teacher may not exceed \$2,000 in any given school year; however, the maximum bonus may be \$3,000 if, in a school designated with a grade of “A,” “B” or “C,” at least 50 percent of the students enrolled in the teacher’s course earn a score of 4 or higher on the examination or if, in a school designated with a grade of “D” or “F,” at least 25 percent of the students enrolled in the teacher’s course earn a score of 4 or higher.⁵

Effect of Proposed Changes

The bill removes the \$2,000 and \$3,000 yearly IB teacher bonus limits.

Present Situation

Advanced International Certificate of Education Bonus

Each school district receives additional funding in the amount of 0.16 weighted FTE for each student enrolled in an Advanced International Certificate of Education (AICE) course who receives a score of “E” or higher on the subject exam, 0.08 weighted FTE for each student enrolled in a half-credit AICE course who receives an “E” or higher and 0.3 weighted FTE for each student who receives an AICE diploma. The school district receives the additional funding in the following school year.⁶

An AICE teacher receives a \$50 bonus, from the additional FTE funds generated, for each student in a full-credit AICE course, or \$25 bonus for a student in a half-credit AICE course, who scores “E” or higher on the AICE examination. An AICE teacher in a “D” or “F” school receives an additional \$500 bonus if one of the teacher’s students’ scores “E” or higher on the full-credit AICE examination, or a \$250 bonus for each half-credit AICE course taught which has at least one student scoring “E” or higher on the half-credit AICE examination, not to exceed an additional \$500 bonus.⁷ The bonus awarded to a teacher may not exceed \$2,000 in any given school year.⁸

Effect of Proposed Changes

The bill removes the \$500 half-credit yearly AICE teacher bonus limit and the \$2,000 yearly teacher bonus limit. The bill also requires the district to allocate at least 80 percent of the AICE exam bonus funds to the program that generates the funds.

Present Situation

Advanced Placement Bonus

Each school district receives additional funding in the amount of 0.16 weighted FTE for each student enrolled in an Advanced Placement (AP) course who receives a score of 3 or higher on the College Board Advanced Placement Exam. Each school district must allocate 80 percent of the additional funding to the school that generated the funds for AP instruction.⁹

An AP teacher receives a \$50 bonus, from the additional FTE funds generated, for each of his or her students who scores 3 or higher on the College Board AP examination. An AP teacher in a “D” or “F” school who has at least one student scoring 3 or higher on the College Board AP examination receives an additional \$500 bonus.¹⁰ The bonus awarded to a teacher may not exceed \$2,000 in any given

⁴ *Id.*

⁵ *Id.*

⁶ Section 1011.62(1)(m), F.S.

⁷ *Id.*

⁸ *Id.*

⁹ Section 1011.62(1)(n), F.S.

¹⁰ *Id.*

school year; however, the maximum bonus may be \$3,000 if, in a school designated with a grade of “A,” “B” or “C,” at least 50 percent of the students enrolled in the teacher’s course earn a score of 3 or higher on the examination or if, in a school designated with a grade of “D” or “F,” at least 25 percent of the students enrolled in the teacher’s course earn a score of 3 or higher.¹¹

Effect of Proposed Changes

The bill removes the \$2,000 and \$3,000 yearly AP teacher bonus limits.

Present Situation

Additional Bonuses

Teachers of courses that lead to the attainment of a Career and Professional Education (CAPE) industry certification receive an additional bonus. Depending on the certification earned, a school district receives bonus funding of 0.1, 0.2, 0.3, 0.5, or 1.0 weighted FTE. At least 80 percent of the additional funding received by the district must be allocated to the program that generated the funding.¹² Teacher bonus funding is awarded, from the additional FTE funds generated, for each student taught by a teacher who provided instruction in a course that led to the student’s attainment of a CAPE industry certification on the CAPE Industry Certification Funding List, as follows:

- A bonus in the amount of \$25 is awarded for a course with a weight of 0.1.¹³
- A bonus in the amount of \$50 is awarded for a course with a weight of 0.2.¹⁴
- A bonus in the amount of \$75 is awarded for a course with a weight of 0.3.¹⁵
- A bonus in the amount of \$100 is awarded for a course with a weight of 0.5 or 1.0.¹⁶

CAPE industry certification bonuses may not exceed \$3,000 to a teacher in any given school year.¹⁷

Yearly Teacher per-Student CAPE Bonuses		
Weight	Type	Amount
0.1 FTE	CAPE Industry Cert Does Not Articulate	\$25
0.2 FTE	CAPE Industry Cert Articulates to College Credit	\$50
0.3 FTE	CAPE Innovation Course ¹⁸	\$75
0.5 FTE	CAPE Acceleration Industry Cert Articulates to 15-29 College Credit Hours ¹⁹	\$100
1.0 FTE	CAPE Acceleration Industry Cert Articulates to 30+ College Credit Hours	\$100
Max Yearly CAPE Bonus		\$3,000

¹¹ *Id.*

¹² Section 1011.62 (1)(o), F.S.

¹³ *Id.*

¹⁴ *Id.*

¹⁵ Section 1011.62(1)(o), F.S.

¹⁶ *Id.*

¹⁷ *Id.*

¹⁸ A CAPE Innovation course is one of up to five courses annually approved by the Commissioner of Education that combines academic career content and incorporates at least two third-party assessments that, if completed successfully by the student, articulate to college credit. *See* s. 1003.4203(5)(a), F.S. For a list of approved courses, *see* Florida Department of Education, *CAPE Innovation Courses*, <http://www.fldoe.org/academics/career-adult-edu/cape-secondary/innovation.stml> (last visited May 2, 2016).

¹⁹ A CAPE Acceleration industry certification is one annually approved by the Commissioner of Education that articulates to 15 or more college credits. *See* s. 101.62(5)(b), F.S.

Effect of Proposed Changes

The bill removes the \$3,000 CAPE industry certification teacher bonus limit.

B. SECTION DIRECTORY:

Section 1. Amends s. 1011.62, F.S., regarding operating funds of schools.

Section 2. Provides an effective date of July 1, 2017.

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues:

None.

2. Expenditures:

None.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues:

None.

2. Expenditures:

None.

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:

None.

D. FISCAL COMMENTS:

There is no known fiscal impact to the state. School districts may have a fiscal impact as these funds not only pay for teacher bonuses but also for program and course material costs, student examination fees, and applicable school membership fees. If more of the funds are used for teacher bonuses, it will reduce the amount of the remaining funds available for the other eligible uses.

III. COMMENTS

A. CONSTITUTIONAL ISSUES:

1. Applicability of Municipality/County Mandates Provision:

Not applicable.

2. Other:

None.

B. RULE-MAKING AUTHORITY:

None.

C. DRAFTING ISSUES OR OTHER COMMENTS:

None.

IV. AMENDMENTS/ COMMITTEE SUBSTITUTE CHANGES

On March 23, 2017, the Education Committee adopted an amendment and reported the bill favorably as a committee substitute. The amendment requires the district to allocate at least 80 percent of the Advanced International Certification of Education exam bonus funds to the program that generates the funds. The bill analysis is drafted to the committee substitute as passed by the Education Committee.