

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

A bill to be entitled

An act relating to Recruitment and Retention of Teachers;
creating s. 1009.31, F.S.; establishing a scholarship for
educators to obtain required credentials to teach dual
enrollment on high school campuses; providing methodology
to award scholarships; providing scholarship requirements;
creating 1012.555, F.S.; creating a teacher apprenticeship
pathway for individuals to earn a teacher certification;
providing requirements to be an apprentice teacher;
providing requirements to be a mentor teacher;
establishing a bonus for mentor teachers; amending s.
1012.56, F.S.; creating an additional pathway to show
mastery of a subject area; conforming changes made by this
act; amending s. 1012.59, F.S.; providing fee waivers for
all first responders; creating s. 1012.715, F.S.;
providing a bonus for retired first responders and
military veterans who join the teaching profession;
providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Section 1009.31, Florida Statutes, is created to
read:

1009.31 Dual Enrollment Educator Scholarship Program.-

(1) The Dual Enrollment Educator Scholarship Program is
established to assist public Florida high school teachers in
obtaining the graduate degree and credentials necessary in order
to provide dual enrollment coursework directly to students on
the campus of a public Florida high school.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

30 (2) The Department of Education must administer the Dual
31 Enrollment Educator Scholarship program in accordance with rules
32 adopted by the State Board of Education.

33 (3) The Department of Education, in consultation with the
34 Board of Governors, must:

35 (a) Identify graduate level degree programs offered at
36 state university institutions that meet the requirements for a
37 graduate to teach General Education Core Courses, as identified
38 in s. 1007.25, F.S., as required by an accrediting agency. The
39 Department of Education must provide the list of approved degree
40 programs to districts and post the list on the website.

41 (b) Identify qualified degree programs that are available
42 entirely online.

43 (4) The Department of Education must:

44 (a) Identify and prioritize districts for participation
45 based on low to moderate income student population, dual
46 enrollment course availability, and district high schools'
47 geographic proximity to participating postsecondary
48 institutions.

49 (b) Prioritize applicants that are currently enrolled in an
50 approved graduate program at a state university system
51 institution.

52 (c) Identify districts of highest need within which
53 scholarship completers may teach to satisfy the requirements of

54 (5) (e).

55 (5) Applicants eligible to receive the scholarship must:

56 (a) Be a certified public Florida high school teacher.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

57 (b) Be accepted into, or currently enrolled in, an approved
58 graduate program in a subject in their area of certification, as
59 identified pursuant to subsection (3).

60 (c) Complete the graduate degree program and additional
61 required credentials within 3 academic years of initial award.

62 (d) Upon completion of the degree, teach at least one
63 General Education Core Course, as identified in s. 1007.25,
64 F.S., per semester on the high school campus as agreed upon by
65 the district and postsecondary institution. Additional courses
66 may be taught as agreed upon.

67 (e) Agree to remain in their district, or an eligible
68 district as identified by the Department of Education, as a
69 certified classroom teacher for at least three academic years
70 after completion of their degree.

71 (f) Any recipient who does not complete an identified
72 degree, or who does not complete at least three academic years
73 of service after the completion of an identified degree shall
74 repay the amount of the scholarship to the Department of
75 Education on a schedule determined by the department. The
76 department may provide the teacher additional time to meet their
77 service requirement if the department finds that circumstances
78 beyond the control of the teacher caused or contributed to the
79 incomplete degree or unmet service requirement.

80 (6) The scholarship will provide the full cost of tuition
81 and fees, and include a book stipend each semester, required to
82 complete an identified program.

83 (7) Funding for the Dual Enrollment Educator Scholarship
84 program is contingent upon an appropriation in the General
85 Appropriations Act each year.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

86 (8) The State Board of Education shall adopt rules to
87 implement this section.

88 Section 2. Section 1012.555, Florida Statutes, is created
89 to read:

90 1012.555 - Teacher Apprenticeship Program.-

91 (1) PURPOSE.- The Teacher Apprenticeship Program is
92 established to create an alternative pathway for individuals to
93 enter the teaching profession. The Department of Education is
94 responsible for administering the teacher apprenticeship program
95 in accordance with s. 446.011.

96 (2) IMPLEMENTATION.-

97 (a)Teacher apprentices must:

98 1. Meet the following minimum eligibility requirements:

99 a. Received an associate's degree from an accredited
100 postsecondary institution.

101 b. Earned a cumulative 3.0 GPA.

102 c. Successful passage of a Level II background screening.

103 2. Receive a Temporary Apprenticeship Certificate as
104 outlined in s. 1012.56(d).

105 3. Spend the first two years in the classroom of a mentor
106 teacher using team teaching requirements established in
107 s.1003.03(5) and fulfill the on the job training component of
108 the registered apprenticeship and its associated standards.

109 a. An apprenticeship classroom does not violate class size
110 requirements, however, the classroom may not exceed 1.5 times
111 the class size limit established in s. 1003.03(1).

112 b. An apprentice teacher must complete two years of
113 apprenticeship before being eligible to apply for a professional
114 certificate established in s.1012.56(7) (a). Completion of the

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

115 Teacher Apprenticeship Program does not exempt an apprentice
116 teacher from requirements established under s.1012.56(2)(c).

117 4. Teacher apprentices will be paid in accordance with s.
118 446.032, and rules promulgated by the State Board of Education.
119 For the purposes of hiring, the teacher apprentice will be hired
120 under the classification of paraprofessional.

121 5. Teacher apprentices will receive related technical
122 instruction pursuant to s. 446.051.

123 (b) Mentor teachers in the apprenticeship program must, at
124 a minimum:

125 1. Have at least 7 years of teaching experience in Florida;

126 2. Receive an aggregate score of highly effective on the 3
127 most recently available VAM scores, or receives an aggregate
128 score of highly effective on the 3 most recently available
129 performance evaluations if the teacher does not generate a state
130 VAM score;

131 3. Serve as the supervisor to the teacher apprentice, in
132 the team teaching setting; and

133 4. Meet any other requirements established by the
134 department.

135 (3) Subject to Legislative appropriation, a mentor teacher
136 in the apprenticeship program may receive a bonus, as specified
137 in the General Appropriations Act.

138 (a) A mentor teacher must receive the first half of the
139 bonus upon completion of the first year of the apprenticeship
140 program.

141 (b) A mentor teacher must receive the second half of the
142 bonus if:

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

143 1. The mentor teacher successfully guides the apprentice to
144 completion of the two years of the apprenticeship program;

145 2. The apprentice is hired by a school district, or charter
146 school, in Florida upon completion of the two years of the
147 apprenticeship program; and

148 3. The mentor meets any additional requirements established
149 by the department.

150 (c) A teacher apprentice may move schools or districts
151 after the first year, if the hiring school or district has
152 agreed to fund the remaining year of the apprenticeship.

153 (4) The State Board of Education may adopt rules to
154 implement this section.

155 Section 3. Section 1012.56, Florida Statutes, is amended to
156 read:

157 1012.56 Educator certification requirements.-

158 (5) MASTERY OF SUBJECT AREA KNOWLEDGE.-Acceptable means of
159 demonstrating mastery of subject area knowledge are:

160 (a) For a subject requiring only a baccalaureate degree for
161 which a Florida subject area examination has been developed,
162 achievement of a passing score on the Florida-developed subject
163 area examination specified in state board rule;

164 (b) For a subject for which a Florida subject area
165 examination has not been developed, achievement of a passing
166 score on a standardized examination specified in state board
167 rule, including, but not limited to, passing scores on both the
168 oral proficiency and written proficiency examinations
169 administered by the American Council on the Teaching of Foreign
170 Languages;

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

171 (c) For a subject for which a Florida subject area
172 examination has not been developed or a standardized examination
173 has not been specified in state board rule, completion of the
174 subject area specialization requirements specified in state
175 board rule and verification of the attainment of the essential
176 subject matter competencies by the district school
177 superintendent of the employing school district or chief
178 administrative officer of the employing state-supported or
179 private school;

180 (d) For a subject requiring a master's or higher degree,
181 completion of the subject area specialization requirements
182 specified in state board rule and achievement of a passing score
183 on the Florida-developed subject area examination or a
184 standardized examination specified in state board rule;

185 (e) Documentation of a valid professional standard teaching
186 certificate issued by another state;

187 (f) Documentation of a valid certificate issued by the
188 National Board for Professional Teaching Standards or a national
189 educator credentialing board approved by the State Board of
190 Education;

191 (g) Documentation of successful completion of a United
192 States Defense Language Institute Foreign Language Center
193 program; or

194 (h) Documentation of a passing score on the Defense
195 Language Proficiency Test (DLPT).
196 School districts are encouraged to provide mechanisms for middle
197 grades teachers holding only a K-6 teaching certificate to
198 obtain a subject area coverage for middle grades through
199 postsecondary coursework or district add-on certification.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

200 (i) For a subject requiring only a baccalaureate degree for
201 which a Florida subject area examination has been developed,
202 documentation of receipt of a master's or higher degree from an
203 accredited postsecondary educational institution that the
204 Department of Education has identified as having a quality
205 program resulting in a baccalaureate degree or higher in the
206 certificate subject area as identified by state board rule.

207 (7) TYPES AND TERMS OF CERTIFICATION.-

208 (d) The department shall issue a temporary apprenticeship
209 certificate to any applicant who:

210 1. Completes requirements outlined in paragraphs (2) (a),
211 (b), (d), (e), and (f).

212 2. Completes the subject area content requirements
213 specified in state board rule or demonstrates mastery of subject
214 area knowledge pursuant to subsection (5).

215 (e)-(d) A person who is issued a temporary certificate under
216 subparagraph (b)2. must be assigned a teacher mentor for a
217 minimum of 2 school years after commencing employment. Each
218 teacher mentor selected by the school district, charter school,
219 or charter management organization must:

220 1. Hold a valid professional certificate issued pursuant to
221 s. 1012.56;

222 2. Have earned at least 3 years of teaching experience in
223 prekindergarten through grade 12; and

224 3. Have earned an effective or highly effective rating on
225 the prior year's performance evaluation under s. 1012.34.

226 (f)-(e)1. A each temporary certificate issued under
227 subparagraph (b)1. is valid for 3 school fiscal years and is
228 nonrenewable.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

229 2. A temporary certificate issued under subparagraph (b)2.
230 is valid for 5 school fiscal years, is limited to a one-time
231 issuance, and is nonrenewable.

232 3. A temporary apprentice certificate issued under
233 paragraph (d) is valid for 5 school fiscal years, is limited to
234 a one-time issuance, and is nonrenewable.

235 At least 1 year before an individual's temporary
236 certificate is set to expire, the department shall
237 electronically notify the individual of the date on which his or
238 her certificate will expire and provide a list of each method by
239 which the qualifications for a professional certificate can be
240 completed. The State Board of Education shall adopt rules to
241 allow the department to extend the validity period of a
242 temporary certificate for 2 years when the requirements for the
243 professional certificate were not completed due to the serious
244 illness or injury of the applicant, the military service of an
245 applicant's spouse, other extraordinary extenuating
246 circumstances, or if the certificate holder is rated highly
247 effective in the immediate prior year's performance evaluation
248 pursuant to s. 1012.34 or has completed a 2-year mentorship
249 program pursuant to s. 1012.56(8). The department shall extend
250 the temporary certificate upon approval by the Commissioner of
251 Education. A written request for extension of the certificate
252 shall be submitted by the district school superintendent, the
253 governing authority of a university lab school, the governing
254 authority of a state-supported school, or the governing
255 authority of a private school.

256 Section 4. Section 1012.59 is amended to read:
257 1012.59 Certification fees.-

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

258 (3) The State Board of Education shall waive initial
259 general knowledge, professional education, and subject area
260 examination fees and certification fees for:

261 (a) A member of the United States Armed Forces or a reserve
262 component thereof who is serving or has served on active duty or
263 the spouse of such a member.

264 (b) The surviving spouse of a member of the United States
265 Armed Forces or a reserve component thereof who was serving on
266 active duty at the time of death.

267 (c) An honorably discharged veteran of the United States
268 Armed Forces or a veteran of a reserve component thereof and the
269 spouse or surviving spouse of such a veteran.

270 (d) A retired first responder which includes, law
271 enforcement officer as defined in s. 943.10, firefighter as
272 defined in s. 633.102, or emergency medical technician or
273 paramedic as defined in s. 401.23.

274 Section 5. Section 1012.715, Florida Statutes, is created
275 to read:

276 1012.715 Heroes in the Classroom Bonus.-

277 (1) PURPOSE.- Subject to Legislative appropriation, the
278 Department of Education must provide a one-time sign on bonus,
279 as provided in the General Appropriations Act, to retired
280 military veterans and retired first responders who commit to
281 joining the teaching profession as a full time classroom
282 teacher. A military veteran or retired first responder may
283 receive an additional bonus for teaching a course which has a
284 critical teacher shortage, as defined by the department.

285 (2) ELIGIBILITY.- To be eligible to receive a bonus, an
286 individual must:

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

287 (a) 1. Document an honorable discharge from the military;

288 or

289 2. Document a full retirement from being a first responder,
290 which includes law enforcement officer as defined in s. 943.10,
291 firefighter as defined in s. 633.102, or emergency medical
292 technician or paramedic as defined in s. 401.23.

293 (b) Document that they have not been subject to any
294 disciplinary action during the last five years of employment.
295 The term "disciplinary action" includes suspensions, dismissals,
296 and involuntary demotions that were associated with disciplinary
297 actions.

298 (c) Document a professional certificate or temporary
299 certificate under s.1012.56(7) (a) and(b)1.

300 (d) Maintain employment with the district or charter for a
301 minimum of 2 school years.

302 (3) DEPARTMENT RESPONSIBILITY.- The Department of Education
303 is responsible for administering the bonus program. At a
304 minimum, the department must:

305 (a) Establish a method for determining the estimated number
306 of eligible military veterans and first responders hired in the
307 applicable fiscal year.

308 (b) Establish additional minimum criteria necessary to
309 receive the bonus.

310 (c) Establish an estimated cost to the department
311 associated with developing and administering the program.

312 (e) Establish a method by which a teacher must reimburse
313 the state if he or she receives the bonus payment under the
314 program, but failed to maintain continuous employment for the
315 required 2-year period.

Governor's Budget Recommendation Conforming Bill
Recruitment and Retention of Teachers

316 (f) Identify critical shortage courses in which a military
317 veteran or retired first responder may be eligible for an
318 additional bonus.

319 (4) DISTRICT RESPONSIBILITY.- The school district that
320 hires eligible participants must:

321 (a) Provide any necessary information requested to the
322 department.

323 (b) Notify the eligible employee that employment may impact
324 the pension from a previous position, in a manner established by
325 the department.

326 (5) The State Board of Education may adopt rules to
327 implement this section.

328 Section 6. This act shall take effect July 1, 2023.