
INTEROFFICE MEMORANDUM

TO: BOARD MEMBERS
TIM WYROSDICK, SUPERINTENDENT

FROM: DON LEWIS LYNN, JR.
ASST. SUPT./HUMAN RESOURCES

SUBJECT: HUMAN RESOURCE PROCEDURES MANUAL (HRPM) REVISION -
PAYMENT FOR ADVANCED DEGREES

DATE: 09/05/2012

The Human Resource Department has conducted a review of our Human Resource Procedures Manual and recommends the attached revision regarding payment for advanced degrees in order to comply with the Student Success Act.

If you have any questions concerning these changes, please call me at 983-5030.

C3.2 Payment for Advanced Degrees

To receive credit on the instructional salary schedule an advanced degree must be in a certification area

- a. ~~Be~~ reflected on an official transcript (and)
- b. ~~Be~~ from an accredited college or university recognized by the Florida Department of Education, (and)
- c.
 1. ~~Be~~ in an area of certification that is maintained by the teacher (or)
 2. Added ~~add a certification area~~ to the employee's certificate based on the advanced degree (or)
 3. ~~Be~~ issued by a college of education (defined as Master's/Specialist/Doctorate of Education), if not eligible for certificate under c1. or c2. above.

Personnel employed as of June 30, 2003, who are receiving credit on the salary schedule for an advanced degree shall continue receiving that credit without regards to the 2003-2004 changes in the Master Contract.

Santa Rosa County School District will not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement.

Personnel employed as of July 1, 2011, must be teaching/serving in the area of advance degree to receive credit on the instructional salary schedule.

Santa Rosa County School District

New Hire Instructional Advanced Degree Salary Supplemental Pay Information

The 2011 SB 736 Student Success Act address salary supplements for advanced degrees in the educator's area of certification. The exact language reads as follows: "A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after **July 1, 2011**, unless the advanced degree is held in the individual's area of certification and is only a salary supplement." In addition, the advanced degree must be in the certification area of the employee's teaching assignment. The advanced degree supplement is not considered part of base pay.

The Santa Rosa County School District will use the acceptable majors listed below as recommended by the Florida Department of Education to determine eligibility for payment of advanced degrees.

Florida Certification Coverage	Frequently Acceptable Degree/Major(s)
Agriculture	Agriculture, General Agriculture, Vocational Agriculture
Art	Art, Art Education, Fine Arts, Architecture, Interior Design, Commercial Art, One area of Art (Painting, Sculpture, etc.)
Biology	Bacteriology, Biology, Biological Sciences, Botany, Dentistry, Doctor of Medicine, Genetics, Kinesiology, Life Science, Marine Biology, Zoology
Business Education	Business Education, Business Administration
Chemistry	Biochemistry, Chemistry, Chemical Engineering, Pharmacy, Pharmaceutical Sciences, Doctor of Pharmacy
Computer Science	Computer Information Services, Computer Science, Computer Programming, Computer Technology, Computer Engineering
Dance	Dance, Dance Education
Drama	Acting, Drama, Dramatic Arts, Theatre, Theatre Arts, Once Area of Drama (Directing, etc.)
Earth-Space Science	Astronomy, Climatology, Earth Science, Geology, Metallurgy, Meteorology, Oceanography, Paleontology, Physical Geography, Space Science
Educational Leadership	Educational Administration, Administration and Supervision, Educational Leadership, Educational Management and Development, School Principal (master's level)
Educational Media Specialist	Educational Media, Educational Media Technology, Instructional Media, Library Science (not Technology Education)
Elementary Education (K-6)	Elementary Education 1-6, K-6, N/K-6, K-3, K-4, K-8, K-9, Upper Elementary 4-6
English	English, Literature, Creative Writing, Language Arts
English to Speakers of Other Languages (ESOL)	English to Speakers of Other Languages (ESOL)
Exceptional Student Education (ESE)	Special Education, Mild & Moderate Needs, Teacher of the Handicapped, Varying Exceptionalities, Behavioral Disorders, BD/LD, Emotionally Conflicted, Emotionally Disturbed, Emotionally Handicapped, Socially and Mentally Maladjusted, Educable Mentally Retarded, Children with Retarded Mental Development (CRMD), Intellectual Disabilities, Mentally Handicapped, Mentally Impaired, Mental Retardation, Profoundly Mentally Retarded, Severely & Profoundly Mentally Retarded, Trainable Mentally Retarded, Learning Disabilities, Motor Disabilities, Orthopedically Handicapped, Physically Handicapped, Physically Impaired
French	French
German	German
Guidance and Counseling	School Guidance and Counseling, School Counseling, School Guidance (master's level)
Health	Allied Health, Health, Health Education, Health Services, Nursing (BS), Public Health, Doctor of Medicine
Hearing Impaired	Deaf and Hard of Hearing, Deaf Education, Hearing Disabilities, Hearing Impaired, Hearing Science, Education of Deaf-Blind
Hebrew	Hebrew
Humanities	Humanities, Classical Studies
Italian	Italian
Japanese	Japanese
Journalism	Journalism, Broadcast Journalism, Television Journalism
Latin	Latin
Marketing	Distributive Education, Marketing, Marketing Education

Florida Certification Coverage	Frequently Acceptable Degree Major(s)
Middle Grades English	Middle Grades English, Middle Grades Language Arts, Middle School English Education, Junior High School English, English, Literature (English), Creative Writing
Middle Grades General Science	Middle Grades Science, Teaching Middle School Science, Junior High Science, Middle School Science Education, General Science
Middle Grades Integrated Curriculum	Middle Grades Education, Middle School Education, Junior High School
Middle Grades Mathematics	Middle Grades Mathematics, Teaching Middle School Mathematics, Junior High Mathematics, Middle School Mathematics Education, Mathematics, Statistics, Chemical Engineering, Computer Engineering, Electrical
Middle Grades Social Science	Middle Grades Social Science, Teaching Middle School Social Science, Junior High Social Science, Middle School Social Science Education, Social Science, Social Studies, American History, History, Western Civilization, World History
Music	Applied Music, Instrumental Music, Music, Music Education, Piano or other major instrument, Vocal Music, Composition (Music), Percussion
Physical Education (K-12)	Physical Education (any grade level with student teaching)
Physics	Aeronautical Engineering, Aerospace Engineering, Chemical Engineering, Electrical Engineering, Mechanical Engineering, Nuclear Physics, Physics, Thermodynamics, Nuclear Engineering
Portuguese	Portuguese
Preschool Education	Nursery School Education, Preschool Education, Birth-Age 4, Birth-Age 8
Pre-Kindergarten/Primary Education	Early Childhood Education if NK-3, NK-4, or Birth-Age 8; P-5, N-6, NK-6, Pre-Kindergarten/Primary Education
Reading	Reading (master's level)
School Psychologist	School Psychology (specialist's level)
School Social Worker	Social Work, Social Worker, Social Welfare
Social Science	Social Science, Social Studies, American History, History, Western Civilization, World History, Geography, Economic Geography, (and other specialized areas of Geography), Economics, Civics, Government
Spanish	Spanish
Speech	Speech, Speech Communication, Public Speaking
Speech-Language Impaired	Communication Disorders, Speech Correction, Speech & Hearing Science, Speech-Language Impaired, Speech Pathology, Speech Pathology and Audiology (master's level)
Technology Education	Industrial Arts, Industrial Education, Industrial Arts --Technology Education
Visually Impaired	Blind and Partially Sighted, Visual Disabilities, Visually Handicapped, Visually Impaired

*Please note that both the language and intent of the legislation are precise and clear that the advanced degree must be in a subject shown on the certificate to award the supplement. In order to be in compliance with the Student Success Act, a general graduate degree such as Curriculum and Instruction, which does not "match" any of the Florida certification areas, would not be acceptable, unless the transcript identified a major or specialization in the teacher's certification subject (e.g., Mathematics, English, Science, Social Science, Elementary Education, etc.)