

## CRITICAL TEACHER SHORTAGES

**FILE: GCBAB**

**TITLE: Critical Teacher Shortage Schools, Subjects, and Areas**

**POLICY:**

- (1) The School Board of Orange County, Florida (“Board”) is required by law to provide salary supplements for teachers who have certifications for critical teacher shortage areas as identified by the State Board of Education and who teach in such critical teacher shortage areas. Pursuant to law, the Board has the discretion to identify other areas of critical shortage within Orange County Public Schools and to remove areas identified by the State Board of Education as critical shortage which do not apply within the School District.
  
- (2) In consideration of the number and percentage of positions in each discipline filled by teachers not certified in the appropriate field and in consideration of the annual supply of graduates of state approved Florida teacher education programs for each discipline, the Board identifies the following high priority school locations and the specific subjects deemed to be critical to those school locations for the 2016-2017 academic year:

(a) **Targeted School Locations**

Carver Middle*	Oak Ridge High
Catalina Elementary	Orange Center Elementary*
Cypress Park Elementary	Orlo Vista Elementary*
Eagles Nest Elementary*	Palmetto Elementary
Eccleston Elementary*	Pine Hills Elementary*
Evans High	Pinewood Elementary*
Hungerford Elementary	Ridgewood Park Elementary
Ivey Lane Elementary*	Rock Lake Elementary*
Jones High*	Rolling Hills Elementary*
Lancaster Elementary*	Sadler Elementary*
Meadowbrook Middle*	Shingle Creek Elementary*
Memorial Middle	Washington Shores Elementary*
Mollie Ray Elementary*	Wheatley Elementary

\* Identified by the State Board of Education as low performing schools

(b) **Subjects (Determined by Course Codes/Certification Required)**

Biology	Science – Secondary
Physics	Science – Elementary**
Chemistry	Mathematics – Secondary
Mathematics – Elementary**	Science – Secondary
Reading	

\*\*All with certification

(c) **Critical Teacher Shortage Areas**

*ESE Certification at Separate Day Schools*

Gateway\*\*

\*\*All with certification

*Districtwide Roles*

Speech Therapy

Audiologist

Post-Secondary and Secondary CTE in Health Occupations and  
Technology Ed

**SPECIFIC AUTHORITY:** Sections 1001.41; 1012.07; 1012.22, Florida Statutes

Rule 6A-20.0131, Florida Administrative Code

ADOPTED: 6/23/15

REVISED: 12/13/16