

**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 the School District 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 delegates to the Superintendent the authority to determine annually high priority school locations and the specific subjects deemed to be critical to those school locations each academic year. The Superintendent shall base the decision on at least the following criteria: (1) The number and percentage of positions in each discipline filled by teachers not certified in the appropriate field; (2) the annual supply of graduates of state-approved Florida teacher education programs for each discipline field. The Superintendent may also base the decision on any other factor which is deemed appropriate by the Superintendent to determine high priority school locations.

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

To be determined annually when the Florida Department of Education releases its list of critical shortage subjects, all of which will be included as critical teacher shortage subjects. The Superintendent may also identify other courses appropriate for inclusion based upon the factors identified in Section (2) above.

**(b) 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

- (3) The Superintendent shall submit the critical teacher shortage list of high priority locations to the Florida Department of Education by June 1 of each year or as soon as practical after receipt of school grades and test scores from the Florida Department of Education.

**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; 04/14/2020