

**FEA PRESS CONTACT**

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## **Vacancy Numbers Show Florida Continues to Struggle with Attracting and Retaining Prepared, Qualified Educators**

*Florida Education Association Releases Vacancy Numbers for 2025-2026 K-12 School Year;  
Thousands of Students Return to School with No Permanent Educators*

### **Quote for media use that can be attributed to Andrew Spar, President, Florida Education Association:**

“While the data shows fewer vacancies at the start of this school year, the decline in vacancies is driven by extensive budget cuts which have led to districts cutting thousands of positions, reducing critical programs and offerings for students and educators alike, and leaning on larger class sizes and uncertified educators. Decades of failed public education policy have gotten us to a point where public-school students in Florida are being put last. Thousands of students will start the new school year without a permanent, certified educator in their classrooms, without enough bus drivers who will get them to and from school safely, without paraprofessionals, maintenance and lunch workers, and so many others who make the difference in the lives of our children. Educators and communities are forced to do more with less funding and fewer resources, and the ones who pay the price are our students—reading and math scores are down, SAT scores are decreasing, teachers in Florida rank #50 in the nation in average salary. To make matters worse, an unaccountable voucher system diverts \$4 billion away from public schools and our students—money that can be used to provide much-needed support to children who are overlooked by corporate-run schools. At the Florida Education Association, we believe that all children should have access to a world-class, free public education. And we know this is possible, but it requires a re-commitment to public education from our lawmakers and sustainable policies that ensure our public-school students are no longer pushed aside.”

### **By the numbers:**

Instructional vacancies are down: 2,260 versus 5,007 year-over-year

[Here is where you can access our aggregate data by county on vacancies.](#) This also includes a county-by-county breakdown of exactly where the data comes from. Need access to more data? Reach out to the specific district directly or to the Florida Department of Education.

More than half of educators hired in Florida are issued temporary certificates without even beginning a teacher preparation program. In 2023 only 4,327 teachers [completed](#) a teacher preparation program including all pathways. From out of state, 3,695 certificates [were issued](#), but a total of 15,920 certificates were issued. That leaves nearly 8,000 teachers without teacher training working in our classrooms.

## MEDIA TOOLKIT: VACANCY NUMBERS

### Florida school district teacher and staff vacancies: August 2025 and 2024 counts \*

District	Instructional 8/5/25	Instructional 8/8/2024	Support Staff/ESP** 8/5/25	Support Staff/ESP** 8/8/2024	Total ALL vacancies 8/5/2025	Total ALL Vacancies 8/8/2024	Data sources
Total	2260	5,007	2523	4,835	5489	9,842	
Alachua	104	94	67	40	171	134	<a href="https://skyward.iscorp.com/scripts/wsisa.dll/WService=wsfinalachuafl/Rapplmnu03.w">https://skyward.iscorp.com/scripts/wsisa.dll/WService=wsfinalachuafl/Rapplmnu03.w</a>
Baker	14	11	13	18	27	29	<a href="https://bakerskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w">https://bakerskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w</a>
Bay	19	38	58	46	77	84	<a href="https://focus.bayschools.net/focus/jobs/#1Jobs">https://focus.bayschools.net/focus/jobs/#1Jobs</a>
Bradford	13	12	3	3	16	15	<a href="https://bradfordskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w">https://bradfordskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w</a>
Brevard	131	113	153	112	284	225	<a href="https://iss.brevard.k12.fl.us/JOBLST.pgm">https://iss.brevard.k12.fl.us/JOBLST.pgm</a>
Broward	283	606	244	594	527	1,200	<a href="https://careers.browardschools.com/search/?q=&amp;">https://careers.browardschools.com/search/?q=&amp;</a> <a href="https://ats3.atenterprise.powerschool.com/ats/app_login?COMPANY_ID=00012151">https://ats3.atenterprise.powerschool.com/ats/app_login?COMPANY_ID=00012151</a>
Calhoun	1	3	2	1	3	4	
Charlotte	5	21	7	21	12	42	<a href="https://charlotteschools.schoolspring.com/">https://charlotteschools.schoolspring.com/</a>
Citrus	17	36	30	21	47	57	<a href="https://skyfin.citrussschools.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w">https://skyfin.citrussschools.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w</a>
Clay	25	48	48	46	73	94	<a href="https://oneclay.schoolspring.com/">https://oneclay.schoolspring.com/</a>
Collier	31	73	17	50	48	123	<a href="https://www.applitrack.com/collier/onlineapp/default.aspx">https://www.applitrack.com/collier/onlineapp/default.aspx</a> <a href="https://columbiaskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w">https://columbiaskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w</a>
Columbia	2	14	1	9	3	23	<a href="https://careers.hrdadeschools.net/go/Instructional-Opportunities/9524400/">https://careers.hrdadeschools.net/go/Instructional-Opportunities/9524400/</a>
Dade	Not Available	194	Not Available	500	Not Available	694	
DeSoto	10	15	7	13	17	28	<a href="https://www.applitrack.com/desotoschools/onlineapp/">https://www.applitrack.com/desotoschools/onlineapp/</a>
Dixie	3	2	1	3	4	5	<a href="https://dixieskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w">https://dixieskyward.nefec.org:444/scripts/wsisa.dll/WService=wsFin/rapplmnu03.w</a>
Duval	70	64	14	29	84	93	<a href="https://duvalschools.schoolspring.com/">https://duvalschools.schoolspring.com/</a>
Escambia	16	25	16	22	32	47	<a href="https://apps2.winocular.com/Escambia/workspace/WSpace.exe?Action=wsJobsMain">https://apps2.winocular.com/Escambia/workspace/WSpace.exe?Action=wsJobsMain</a>
Flagler	17	17	17	22	34	39	<a href="https://flaglerschools.schoolspring.com/">https://flaglerschools.schoolspring.com/</a>
Franklin	5	3	3	0	8	3	<a href="https://skyward.iscorp.com/scripts/wsisa.dll/WService=wsfinranklincoflpaec/rapplmnu03.w">https://skyward.iscorp.com/scripts/wsisa.dll/WService=wsfinranklincoflpaec/rapplmnu03.w</a>
Gadsden	66	65	17	24	83	89	<a href="https://gadsdenschools.atenterprise.powerschool.com/ats/app_login?COMPANY_ID=00005588">https://gadsdenschools.atenterprise.powerschool.com/ats/app_login?COMPANY_ID=00005588</a>

[Click here to access the county-by-county vacancy data as of August 5, 2025.](#)

### What do the numbers tell us?

Lower vacancies are only good for student success if students have full access to qualified and prepared educators and resources in their schools and classrooms.

A decrease in vacancies doesn't necessarily mean that there are more qualified educators in classrooms. Thousands of vacancies across the state mean that thousands of students do not have a certified educator in their classrooms.

In Florida, the numbers should be looked at closely through several, often compounding, lenses:

#### ***A Lack of Funding and a Prioritization of Voucher Programs Harms Student Success:***

Florida's budget fails to deliver the bold investment needed to create the world-class public education that students in Florida need and deserve. This year's budget allocation for salaries amounts to just \$101 million statewide, which represents less than a 1% increase from the year prior. That works out to roughly \$20 more per paycheck per teacher, leaving Florida's teachers ranked #50 in the nation in teacher pay. Additionally, veteran educators are dealing with salary compression, which causes inequities in pay

## MEDIA TOOLKIT: VACANCY NUMBERS

that can be impossible to overcome- especially when salary increases don't keep up with inflation. According to [data](#), Florida's starting teacher salary is ranked #17 in the nation, compared to the average salary at #50- both of which are far from the minimum living wage required to provide for their own families.

You can see the pre-tax increase due to the recent budget per paycheck by county here: [https://www.datawrapper.de/\\_gzf5l/?v=6](https://www.datawrapper.de/_gzf5l/?v=6)

Further, Florida's voucher system is diverting and [draining \\$4 billion](#) each year from our neighborhood public schools.

A lack of funding also means districts are having to make cuts to classes and positions—an issue only exacerbated by a federal government that is playing games with money owed to schools. After withholding \$400 million from students and classrooms, the federal government has promised to release the funds, but Florida classrooms have not received them, meaning the start of the school year means many students across the state will not have access to before or after-school programs funded by 21<sup>st</sup> Century Grants, which assist students in low-income areas. Additional proposed federal budget cuts means that districts are preparing for the worst— at the cost of our students.

Local unions work diligently to advocate for educators and students to receive the funding necessary for their community. If you are interested in what your local community does to support students, reach out to the educator union in your community or send an email to [FEApress@floridaaea.org](mailto:FEApress@floridaaea.org).

**The Bottom Line: Excessive attrition is hurting student success.**

### **Our Solution?**

Expand the financial investments in our schools and allocate sufficient funds to fairly compensate all school employees. Florida currently ranks [#39 in the nation in per student spending](#). By investing just \$1,000 more per student each year into the Florida Education Finance Program (FEFP), we can ensure our students have access to a world class public education and get one step closer to moving Florida's teacher salary ranking into the top 10 instead of the current #50 ranking. Further, funding more robust teacher preparation programs that allow field experiences and classroom interactions before teachers are responsible for a classroom and promoting professional educator degrees would help to ensure educators are supported and prepared when they enter a classroom, and may help retain more educators. Across the state, teacher bootcamps and summer trainings have been used successfully by districts to this end.

We must also safeguard families from unaccountable private and charter schools that profit off our children. This year, Florida's voucher school system was paid for 22,000 students who were actually enrolled in public schools. Public schools are being overburdened with regulations, while other schools are allowed to provide minimal data and impact. Parents deserve accountability from our state's voucher system.

### ***Less Prepared Educators Means Students Suffer the Consequences:***

January's [critical shortage report released](#) by the State Board of Education also showed a troubling decline in people who have completed a teacher-education program. More than half of those entering with teaching certificates are not completing teacher preparation courses. And when they do, new regulations around teacher prep courses limit how teachers can discuss the truth about Florida's history.

Lower budgets mean districts are deciding to hire uncertified long-term substitutes, interns, and international teachers. The 2025-2026 [critical shortage report](#) also shows that number of courses expected to be taught by out-of-field teachers—those who do not have training or certifications in the subject they are teaching— has increased by 16% over the past three years.

When the state attacks educators for their low pay as they recently did during their [“Blame Educators Tour”](#), prioritizes voucher schools that drain \$4 billion from our neighborhood public schools, makes our classrooms political stages, bans books while empowering fringe groups to dictate the stories students can read, and removes highly trained expert educators from curriculum and community decisions, it creates an environment where educators are not supported enough to enter the profession or to stay.

**The Bottom Line: Filling positions with educators who aren't qualified may worsen student outcomes.**

### **Our Solution?**

Lawmakers can help address our educator shortage by allowing qualified, experienced teachers to earn multi-year contracts. Certification can also be streamlined by waiving fees for certification renewals, add-on certifications, and certification tests for teachers and those in teacher preparation programs. Florida can also promote and fund pathways to teacher licensure for current education staff professionals at no cost to the educator. This will help ensure that teacher vacancies are being filled with qualified professionals that can help our students thrive.

### ***Increased Class Sizes Skirt the Real Issues, Call for Common Sense Solutions***

When districts have tighter budgets, we see an increase in class sizes across the state as fewer educators and positions translate into fewer classrooms or programs available. Florida already has one of the highest ratio of students enrolled per teacher, [ranked #47](#) with 18.3 kids to every 1 teachers. When class sizes get too large, educators (who may already be underprepared and undertrained) may be unable to provide the individualized learning students need. Post-COVID [studies](#) also show that student behavior is worsening, which can create dangerous situations for students and educators. ([Find additional data here](#))

State funds don't prioritize mental health or resources, and policies like book bans or educator training programs that teach that slavery was a net benefit don't allow children to see themselves in their learning, which means they don't connect with

their educators and classrooms, and can worsen behavioral issues. The Florida Department of Education's own [previous research](#) shows that expanding mental health resources and strengthening social, emotional, and decision-making skills can help with issues like chronic absenteeism and student behaviors.

**The Bottom Line: Increasing class sizes is not a permanent solution to educator vacancies. Our students deserve common sense solutions that put them first.**

### **Our Solution?**

Ensure that students and educators are kept safe and learning progress continues. This doesn't just mean ensuring educators and students have the mental health resources they need through professionals in schools- it also means ensuring that Florida fully funds Public Education Capital Outlay (PECO) so every school is free of mold, every water fountain is free of lead, and every school has working air-conditioning and proper ventilation.

### **Data Sources:**

Districts may not always advertise all of their vacancies. For example, in Miami-Dade and other large districts with massive data sets, vacancies for teachers and education staff professionals may be centralized, meaning that a job may be advertised once with placement available in multiple schools. Some districts have uncertified, long-term substitutes who fill the role of certified educators and therefore wouldn't post a vacancy for the role.

### ***Who has access to the full data?***

The specific district you are looking for is the best place to start. They are surveyed at the start of each school year by the Florida Department of Education on vacancies.

While the Florida Department of Education's [release](#) on vacancies doesn't include their data set, you can reach out to the Florida Department of Education for the full data set they used for their release. Below are some publicly available emails for the FL DOE teams who may be able to assist:

- PK-12 Public School Data Publication and Reports team: [PERAdatarequests@fldoe.org](mailto:PERAdatarequests@fldoe.org)
- Public records request team: [PRR@fldoe.org](mailto:PRR@fldoe.org)
- Press office: [DOEPressOffice@fldoe.org](mailto:DOEPressOffice@fldoe.org)