

Selection Committee,

It is with great enthusiasm that I submit my application for Superintendent of St. Johns County School District.

As an applicant for this position, I bring 14 years of administrative experience with an exclusive focus on improving student performance outcomes. During my tenure with Duval County Public Schools, I served as a school principal for two of the district's Title I high schools for eight years prior to being promoted to Region Superintendent of High and Alternative Schools, a position responsible for the direct supervision and day-to-day management of over thirty schools and 34,000 students in the district. My work as a school principal led to each of the schools under my leadership improving at least one letter grade on the district's statewide accountability system. Improving overall school ratings could only be accomplished because students in each subgroup, including African American, low SES, ELL and lowest performing quartile students made continuous performance gains in reading and math. These results led me to being promoted to oversee all thirty-one of the district's high and alternative schools. During the two years in this role, we implemented a 4-step academic review process, that provided prescriptive support to schools based on student outcomes. While serving in this role, the district achieved the highest graduation rate in the district's history (at that time) and all the high schools under our region attained a state grade of A, B, or C! These remarkable results were accomplished by ensuring our leadership team worked collaboratively, providing continuous monitoring and prescriptive support to schools and school leaders.

While my previous roles were instrumental in solidifying my strengths in academic performance review and support, my current role has allowed me to fully engage with the superintendent, governing Board and senior leadership to foster the academic and operational support that is necessary for true organizational transformation. As Chief of Schools, I answer directly to the superintendent of schools, I work closely with members of all major departments in the Academic, Finance, and Operational divisions to leverage the resources and supports needed for schools to focus on improved student outcomes for over 155 schools and over 100,000 students. As Chief of Schools, we have implemented an efficient and effective classroom walkthrough tool that has shifted from teacher focus to student outcome focus as well as our Learning Through Earned Autonomy based on Data (LEAD) professional growth initiative that enables educators to learn from each other through cohort work and teacher instructional rounds. It is through this mind shift, appropriate training for school-based personnel and the revamping of our curriculum that our school district now has 91% of all schools receiving a school grade of an A, B, or C as well as a 95% graduation rate for our traditional schools.

I am confident that my deep knowledge of instructional pedagogy, ability to lead high performing teams, and knowledge of school and district systems have prepared me to serve in this role. Most importantly, however, I am committed to ensuring all students have a safe learning environment, and that teachers have the leadership and resources they need to fully support the complex needs of students and their families. I stand on the belief that we must invest in people, not programs, focus on the retention of amazing teachers, provide opportunities for college and career paths, and provide all stakeholders a voice.

Thank you in advance for considering my application.

Sincerely,  
Scott Schneider  
schneidersg@yahoo.com  
904-333-6123

# SCOTT J. SCHNEIDER

1956 Raley Creek Drive West | Jacksonville, Florida 32225  
904-333-6123 | schneidersg@yahoo.com

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## SUPERINTENDENT & EDUCATION LEADERSHIP PROFESSIONAL

### Operations Management | Academic Administration | Strategic Planning

Results-driven, student-focused leader with the experience, vision, educational credentials, and passion to transition into a Superintendent of Schools position. Logical troubleshooter and conscientious decision-maker with the ability to multi-task, delegate, prioritize, and excel in highly competitive, fast-paced environments. Effective communication, organization, negotiation, and time-management skills with a mindset for raising expectations and the capacity to inspire and motivate teachers and students to peak performance.

Reputation for integrity, reliability, and professionalism with the attention to detail, initiative, and drive to produce results beyond expectations. Core strengths include:

- |                              |                            |                              |
|------------------------------|----------------------------|------------------------------|
| ➤ Leadership & Collaboration | ➤ Dynamic Public Speaker   | ➤ Analytical Problem Solving |
| ➤ Program Development        | ➤ Budgeting & Cost Control | ➤ ASCD/CEC Member            |
| ➤ Performance Metrics        | ➤ Strong Financial Acumen  | ➤ Relationship Management    |
| ➤ Computer/Technical Savvy   | ➤ Facilities Management    | ➤ Quality Control/Assurance  |
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### SUMMARY OF RELEVANT SKILLS

- Expertise throughout a wide range of senior-level educational positions that include **Chief of Schools**, Region Superintendent of High Alternative Schools, and High School Principal.
  - Stellar record of creating and improving educational programs, raising student academic levels, improving educators' skills, and boosting school ratings.
  - Collaborate with colleagues, administrators, and faculty members to share best practices, plan, and evaluate educational approaches, refine teaching methods, track developments and trends, address challenges, and promote innovative initiatives and ideas.
  - Recruit, hire, train, and mentor educators to guarantee optimal performance, ensure student success, and prepare for career advancement opportunities.
  - Ensure strict compliance and adherence to school policies, procedures, operational guidelines, safety protocols, and quality expectations.
  - Well versed in establishing and clearly communicating goals and objectives with the ability to explain, clarify, and present information in easy-to-understand terms.
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### EMPLOYMENT HISTORY

**Duval County Public Schools:** Jacksonville, FL

2011 to Present

*Chief of Schools* (2021 to Present)

- Spearhead and lead the administration, supervision, operations, and improvement initiatives for the **20<sup>th</sup> Largest Public School District** in the country to include 159 schools, **7,950** staff, and 125,000+ K-12 grade students. Led DCPS to 91% of all schools achieving an A, B, or C school grade as calculated by the Florida Department of Education in 2024 and to **reaching 66% of the total possible points in the state assessment system** in 2023.
- Utilize progress monitoring system data to identify highly effective teachers and teachers needing improvement to implement appropriately targeted coaching initiatives.
- **Moved all 21 state turnaround** schools to a "C" grade or higher 2021-2022 school year.
- Developed and launched effective initiatives for under-performing schools; implemented celebration and continued sustainability efforts for over-performing schools.
- Increased school monitoring of under-performing state assessments and implemented standards-based instruction that have resulted in tremendous improvements on performance monitoring system exams.

### Duval County Public Schools (Continued)

*Region Superintendent of High and Alternative Schools (2019 to 2021)*

- Managed all day-to-day operations for 31 building Principals with accountability for ensuring the academic success, safety, and wellbeing of 34,000+ students.
- Rebranded and established region through a culture shift that resulted in the name designation of the “Region of HOPE.”
- Achieved the highest graduation rate in Duval County Public School history and maintained initiatives that resulted in all regional schools attaining a “C” grade or higher.

*Robert E. Lee High School and Terry Parker High School Principal*

2011 to 2019

- Presided over a student body of 1,800 students and 65 educators; successfully reduced code of conduct violations by 2,500+ infractions; named Top Performing Title I Comprehensive High School in Duval County; increased Senior scholarships by \$7.5M; improved graduation rate by 6%; ranked 5<sup>th</sup> out of all State of Florida schools in Math Achievement growth; progressed from 4<sup>th</sup> place to 1<sup>st</sup> place for Title I high schools; among the highest L25 gains for Math and Reading; and generated double-digit growth in US History and Biology (40+ increase).

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### EDUCATION & TRAINING

**Graduate of Council of Great City Schools Casserly Aspiring Superintendent Institute** 2023

**University of North Florida**; Jacksonville, FL Masters, Education Leadership 2006

**University of North Florida**; Jacksonville, FL Bachelor of Arts, Special Education 1999

Magna Cum Laude Honors

**Professional Training & Certifications:** Florida Department of Education Certification – Education Leadership; Level 2 Principal Certification; Special Education K-12; Professional Teaching Certification (Principal at all levels K-12 and K-12 ESE); Middle Grades Integrated

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### PROFESSIONAL PRESENTATIONS

Elevating Education Conference for Council of Great City Schools, Topics of Equity in Education (2019); National Network of State Teachers of the Year (2018), Florida School Counselor Association (2017); National AVID Presenter (2014)

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### AWARDS & COMMENDATIONS

Florida School Counselor Association, Administrator of the Year (2017)

First Coast Counseling Association, Laurel K. Anderson Award (2017)

School Teacher of the Year (2002)

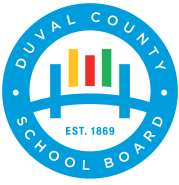
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### COMMUNITY & VOLUNTEER ACTIVITIES

Gateway Athletic Conference; Secretary, VP, and President

Jacksonville Football Club (JFC); Volunteer Coach

Jacksonville Beach Athletic Association; Volunteer Baseball Coach

**Board Members**

Charlotte Joyce, Chairman | April A. Carney, Vice-Chairman  
Melody Bolduc | Anthony Ricardo | Darryl Willie | Cindy Pearson | Reginald Blount

**Superintendent of Schools**

Dr. Christopher Bernier

March 11, 2025

Dear Superintendent Search Committee:

It is my pleasure to recommend Mr. Scott Schneider for the position of Superintendent.

Over the last three years, I have had the honor of working alongside Mr. Schneider. His service to Duval County Public Schools for the last 14 years has proven leadership and strategic thinking during some challenging times that have faced our district.

As Chief of Schools for the 20th largest school district in the United States, Scott has been able to supervise and lead the staff 7,950 in our 159 schools, and provide continuous improvement initiatives district-wide. During his tenure, Mr. Schneider has been able to turnaround all 21 declining schools to a grade of C or above.

When Region Superintendent of High Schools, Mr. Schneider played an integral role in student performance, driving our graduation rate to the highest its ever been. His passion for academic excellence and commitment to student outcomes is unparalleled.

Being a former High School Principal, Scott understands the day to day operations inside of a school building and knows what it takes for a school to run successfully. He knows the importance of supporting educators and administrators, as well as finding the balance with families to create a nurturing and supportive environment for students.

It has been an absolute joy to work with Scott over the last few years as a Board Member. His ability to rise to challenges with grace and professionalism has been impressive. I am proud to support Mr. Schneider to lead an entire district, and believe he would do an exemplary job in this role.

Please feel free to reach out to me if you have any further questions.

Kindly,

April A. Carney  
Vice-Chair, District 2  
Duval County Public Schools

Lawrence E. Dennis  
2865 Egret Walk Terrace  
Jacksonville, Florida, 32226

February 21, 2025

**St. John's County Superintendent Search Committee:**

It is an honor and a pleasure to write this letter of recommendation for Mr. Scott Schneider, an esteemed colleague and outstanding educational leader, for consideration as Superintendent of Schools for St. John's County. I have known and served with Mr. Schneider for the past 15 years and though currently retired, I serve as the Chairman for the Duval County Sales Surtax Oversight Committee, providing Oversight of a \$1.9 Billion Dollar Referendum. I previously served as Regional Superintendent for Region 2 (31 schools) that included Terry Parker Sr. High School where Mr. Schneider served as Principal. He was subsequently promoted to Regional Superintendent for High Schools and Alternative Schools and that led to his current position as Chief of Schools. He is an educator and leader whose dedication and commitment led to academic excellence for each of his schools.

In my opinion, Mr. Schneider's work ethic on a scale of 1 to 10 would most definitely be a 10. His vision, knowledge and skillset has enabled him to work untiringly as a career educator. As a Principal and Regional Superintendent, he has successfully led his assigned schools as well as given superior leadership at all of the schools within his region. His expertise in School Improvement and School Leadership led to the development and implementation of the School Improvement Plans that resulted in these schools' greatest academic achievements.

Mr. Schneider has gained the respect of colleagues, staff, community members, and stakeholders alike. He has extensive experience in working and partnering with community stakeholders, institutions of higher learning, business, community agencies, and other community stakeholders. Furthermore, he has won their genuine trust and understands how to bring these entities together in support of a common goal. This was proven time and time again as he rallied their support to ensure that all students in Duval County would successfully enter a post-secondary environment college and/or career ready.

As Chief of Schools in the 20<sup>th</sup> Largest Public School District in the nation, Mr. Schneider has positively impacted 159 schools, approximately 8000 staff and 125,000 students, grades K-12. His efforts have led DCPS to 91% of all schools achieving an A, B, or C school grade as calculated by the Florida DOE. Mr. Schneider's cumulative experiences as an educator, leader, and community advocate serves him well and makes him an outstanding

candidate for St. John's County Superintendent of Schools. He maintains a balance between being both task-oriented and people-oriented, and you will find that he is indeed among the best and the brightest! Therefore, it is without hesitation that I very proudly recommend Mr. Scott Schneider as Superintendent of Schools for St. John's County.

Please feel free to contact me if you have questions or need additional information. I can be reached at (904) 662-4219 or [Led217@comcast.net](mailto:Led217@comcast.net).

Sincerely,

Lawrence E. Dennis,  
Regional Superintendent (retired)  
Duval County Public Schools

Dear Members of the School Board,

I am writing to wholeheartedly endorse Mr. Scott Schneider for the position of Superintendent of Schools. I have had the distinct privilege of working closely with Mr. Schneider over the past two years in his capacity as Chief of Schools for Duval County, FL, and it is without reservation that I provide this recommendation on his behalf.

In my professional experience, I have encountered few individuals who possess the exceptional combination of instructional leadership and transformational skills that Mr. Schneider exhibits. His approach to leadership is inclusive and collaborative. Mr. Schneider has a unique ability to inspire and guide his team, fostering an environment where innovation and personal growth are not only encouraged but also celebrated.

One of Mr. Schneider's most significant achievements during his tenure as Chief of Schools was the successful transformation of eighteen Duval County Schools with grades of D or F out of turnaround status. This monumental task required a visionary leader with unwavering dedication to student proficiency and teacher development. Mr. Schneider's focus on standards-aligned instruction and his commitment to building teacher capacity were instrumental in driving this remarkable improvement. Under his guidance, ten schools were exited from turnaround status in just one year by improving their student achievement data and raising the school grade, an accomplishment that speaks volumes about his leadership acumen.

What sets Mr. Schneider apart is not only his instructional expertise, but also his ability to create a collaborative and inclusive environment. He values input and feedback from every team member, fostering a sense of ownership and belonging among the stakeholders. His approach is deeply rooted in building strong relationships, both within his team and with external partners, ensuring that everyone is aligned with the common goal of enhancing student outcomes.

Furthermore, Mr. Schneider's leadership style is characterized by a genuine passion for education and a relentless pursuit of excellence. He constantly seeks out new ideas and best practices, demonstrating his commitment to continuous improvement. His dedication to the growth and development of his team members is evident, as he empowers them to reach their full potential and contribute meaningfully to the organization.

I have the utmost confidence in Mr. Scott Schneider's ability to lead your district to new heights of academic achievement and excellence. His proven track record, combined with his exemplary leadership qualities, make him the ideal candidate for the position of Superintendent of Schools. I wholeheartedly recommend Mr. Schneider for this role, and I am confident that he will make a lasting and positive impact on your community.

Sincerely,

A handwritten signature in black ink, appearing to read "Dustin Sims". The signature is fluid and cursive, with the first name "Dustin" and last name "Sims" clearly distinguishable.

Dustin Sims



# UNIVERSITY OF NORTH FLORIDA

1 UNF Drive  
Jacksonville, Florida 32224

## PERMANENT ACADEMIC RECORD

The Family Educational Rights and Privacy Act of 1974 prohibits releasing this information to a third party without the student's written consent and requires disposal of said information to be done in a secure and non-compromising manner.

Student ID

Date of Birth: 10-AUG

Date Issued: 25-FEB-2023

Page: 1

Record of: Scott Joseph Schneider  
Current Name: Scott Joseph Schneider  
Issued To: Scott Schneider  
Parchment DocumentID: TW6BQ1JI

Course Level: Graduate  
High School: Terry Parker HS 01-JUN-1994

Current Program  
Master of Education  
College : Education and Human Services  
Major : Educational Leadership

Comments:  
Completed a state approved performance-based and NCATE approved teacher education program at the masters level in Educational Leadership.

Degrees Awarded Master of Education 04-AUG-2006  
Ehrs: 33.00 GPA-Hrs: 33.00 QPts: 126.00 GPA: 3.82  
Primary Degree  
Major : Educational Leadership

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

SP2005SU2005 St. Leo University

GA 638	curriculum org.design mgt.&evl	3.00 A	
GA 652	Education, Law&EthI	3.00 B	
Ehrs: 6.00	GPA-Hrs: 6.00 QPts: 21.00	GPA: 3.50	

INSTITUTION CREDIT:

Spring 2005  
EDA 6061 Intro Ed Leadership 3.00 A 12.00  
EDA 6330 Admin/Mgmt Stu Servs 3.00 B 9.00  
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 21.00 GPA: 3.50  
Good Standing

Summer 2005  
EDA 6196 Leadrshp/Lng Orgs 3.00 A 12.00  
EDA 6271 Ed Management System 3.00 A 12.00  
EDA 6945 Pract In Ed Leadrshp 6.00 A 24.00  
Ehrs: 12.00 GPA-Hrs: 12.00 QPts: 48.00 GPA: 4.00  
Good Standing

\*\*\*\*\* CONTINUED ON NEXT COLUMN \*\*\*\*\*

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

Fall 2005  
EDA 6242 School Finance 3.00 B+ 9.90  
EDS 6050 Instructional Leadership 3.00 A- 11.10  
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 21.00 GPA: 3.50  
Good Standing

Spring 2006  
EDF 6480 Foundations Of Ed Research 3.00 A 12.00  
EDF 6607 Education In America 3.00 A 12.00  
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00  
Good Standing

Summer 2006  
EDA 6215 Developing School/Comm Resourc 3.00 A 12.00  
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00  
Good Standing

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*  
Earned Hrs GPA Hrs Points GPA  
TOTAL INSTITUTION 33.00 33.00 126.00 3.82  
TOTAL TRANSFER 6.00 6.00 21.00 3.50  
OVERALL 39.00 39.00 147.00 3.77  
\*\*\*\*\* END OF TRANSCRIPT \*\*\*\*\*

  
Chad Learch, Registrar



# UNIVERSITY OF NORTH FLORIDA

1 UNF Drive  
Jacksonville, Florida 32224

## PERMANENT ACADEMIC RECORD

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SSN: [REDACTED]

Student ID [REDACTED]

Date of Birth: 10-AUG

Date Issued: 25-FEB-2023

Record of: Scott Joseph Schneider  
Current Name: Scott Joseph Schneider  
Issued To: Scott Schneider  
Parchment DocumentID: TW6BQ1JI

Page: 1

Course Level: Undergraduate  
High School: Terry Parker HS 01-JUN-1994

### Current Program

Bachelor of Arts in Education  
College : Education and Human Services  
Major : Special Education  
Maj/Concentration : Mentally Handicapped (K-12)

### Comments:

Completed a state approved performance-based and NCATE approved teacher education program at the bachelors level in Mentally Handicapped (K-12).

Degrees Awarded Bachelor of Arts in Education 10-DEC-1999

Ehrs: 60.00 GPA-Hrs: 60.00 QPts: 223.90 GPA: 3.73

### Primary Degree

Major : Special Education  
Maj/Concentration : Mentally Handicapped (K-12)  
Inst. Honors: Magna Cum Laude

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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### TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

FL1994FL1997 Florida State College at Jax

ACG 2021	Financial Actg	4.00 C
AMH 2010	U S His To 1865	3.00 C
ARH 2000	Art Appreciatio	3.00 B
BSC 1005	Life In Bio Env	3.00 C
BUL 3130	Business Law I	3.00 B
CCJ 1300	Int Corrections	3.00 A
DEP 2004	Human Gro Devl	3.00 C
DEP 2102	Chld Psychology	3.00 B
ECO 2013	Prin Econom 1	3.00 C
ECO 2023	Prin Econom II	3.00 B
EDF 1005	Intro Education	3.00 B
EDF 2085	Teach/Div Popstn	3.00 A
ENC 1101	Eng Compstn 1	3.00 C
ENC 1102	Eng Compstn 2	3.00 C
EUH 1001	W Civil To Pres	3.00 C
GLY 1001	Earth&Space Sci	3.00 B
GLY 1001L	Erth/Spc Sc Lab	1.00 B
HUM 2211	Hum:Foundations	3.00 B

\*\*\*\*\* CONTINUED ON NEXT COLUMN \*\*\*\*\*

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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### Transfer Information continued:

MAC 1102	College Algebra	3.00 C	
NON 1100	Keybrd/Intro Wp	3.00 NC	
NON 1102	College Algebra	3.00 NC	
NON 2014	Intr Statistics	3.00 NC	
PHI 2010	Intro Philosophy	3.00 B	
PSY 2012	Gnrl Psychology	3.00 C	
SPC 2600	Fund Speech Com	3.00 B	
STA 2014	Intr Statistics	3.00 C	
Ehrs: 68.00	GPA-Hrs: 68.00	QPts: 176.00	GPA: 2.58

### INSTITUTION CREDIT:

#### Spring 1998

EDF 3945	Field Lab-I	2.00 A	8.00
EDG 3323	The Learning Process	3.00 B	9.00
EMR 3011	Survey Of Mntl Rtrdn	3.00 A-	11.10
Ehrs: 8.00	GPA-Hrs: 8.00	QPts: 28.10	GPA: 3.51

Good Standing

#### Summer 1998

EEX 4101	Spch/Lang Devl/Disab	3.00 A-	11.10
EEX 4221	Ed Assmnt/Expnl Chld	3.00 B	9.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 20.10	GPA: 3.35

Good Standing

#### Fall 1998

EDF 3946	Field Lab-II	2.00 B+	6.60
EEX 3250	Read Skl Spec Popula	3.00 A	12.00
EEX 3251	Dev Skls/Math Prbms	3.00 B-	8.10
EMR 4222	Spec Curr:Ment Hndcp	2.00 A	8.00
EMR 4362	Inst St:Tch Ment Hnd	3.00 A	12.00
Ehrs: 13.00	GPA-Hrs: 13.00	QPts: 46.70	GPA: 3.59

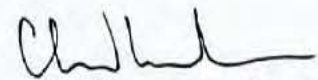
Dean's List

Good Standing

#### Spring 1999

EDF 3151	Nature Learner	3.00 A	12.00
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Chad Learch, Registrar

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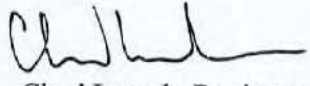
SSN: [REDACTED] Student ID [REDACTED] Date of Birth: 10-AUG

Date Issued: 25-FEB-2023

Record of: Scott Joseph Schneider  
Level: Undergraduate

Page: 2

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R	
Institution Information continued:				
EDG 4326	Assmt Of Lng & Behav	3.00 A	12.00	
EDG 4410	Clstrm Managmt Commun	3.00 B	9.00	
EEX 3252	Lang Arts:Excpt Lrns	3.00 A	12.00	
Ehrs: 12.00 GPA-Hrs: 12.00 QPts: 45.00 GPA: 3.75				
Dean's List				
Good Standing				
Summer 1999				
EEX 3202	Psy/Soc Excptl Lrns	3.00 A	12.00	
EEX 4281	Soc,Pr,Carer Sk:Excp	3.00 A	12.00	
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00				
Good Standing				
Fall 1999				
EEX 4861	Internship	12.00 A	48.00	
EEX 6602	Beh Man:Mal-Ad/Dsrup	3.00 A	12.00	
Ehrs: 15.00 GPA-Hrs: 15.00 QPts: 60.00 GPA: 4.00				
Dean's List				
Good Standing				
***** TRANSCRIPT TOTALS *****				
Earned Hrs GPA Hrs Points GPA				
TOTAL INSTITUTION	60.00	60.00	223.90	3.73
TOTAL TRANSFER	68.00	68.00	176.00	2.58
OVERALL	128.00	128.00	399.90	3.12
***** END OF TRANSCRIPT *****				

  
Chad Learch, Registrar

**UNIVERSITY OF NORTH FLORIDA  
THE OFFICE OF THE REGISTRAR  
TRANSCRIPT GUIDE**

**THE CALENDAR YEAR:**

Effective Fall 2005, all quarter hours were converted to semester hours.

Three Semesters:

Fall and Spring - approximately 16 weeks including examinations.

Summer - includes two terms of approximately 6 weeks each and one term of approximately 12 weeks.

*Students may enter the University at the beginning of any term.*

**UNIVERSITY ADMISSION:** The University of North Florida is a four-year institution offering associate, bachelor, master, and doctoral programs.

**THE UNIT OF CREDIT:** From 1972 through Summer Term 1981, the unit of credit is expressed in quarter hours. Effective Fall Term 1981, the unit of credit for course work is the semester hour. All cumulative totals for students who have attended under both types of credit are expressed in semester hours. A semester hour represents one hour of class work, per week for one semester or its equivalent in another form of instruction.

**MINIMUM DEGREE REQUIREMENTS:** Students who graduated prior to Fall 1981 were required to earn 180 quarter hours for a bachelor's degree. Beginning Fall Term 1981, a total of 120 semester hours minimum are required to earn the bachelor's degree. A grade point average of 2.00 is required (2.50 for College of Education and Human Services). Some degree programs require additional hours for graduation; see the appropriate college section of the University Catalog for specific requirements.

**COURSE NUMBERS:** 1000-2999 are lower level undergraduate courses; 3000-4999 are upper level undergraduate courses; 5000-6999 are graduate courses; 7000-7999 are doctoral level courses.

**STUDENT IS IN GOOD ACADEMIC STANDING AND IS ELIGIBLE** to re-register unless otherwise specified on the transcript. Questions concerning such matters should be directed to the Vice President for Academic Affairs.

**CONDITIONS OF RELEASE:** In accordance with Federal Law, this transcript is provided with the condition that no other party have access to the information without the written consent of the student and that disposal be in a secure and non-compromising manner.

**Grade Forgiveness:** Undergraduate, degree-seeking students attempting their first baccalaureate degree may improve their GPA by repeating a course and requesting that the repeated grade be counted in GPA calculation. Only two such requests are available to any student during his/her undergraduate, UNF career. The repeated course must be the same course taken previously and must be completed at UNF. Once Grade Forgiveness has been granted, it may not be revoked nor transferred to another course. Grade Forgiveness is indicated by the symbol "" appearing immediately before the letter grade of the course that is being forgiven. The policy affects UNF's GPA calculations only. The policy does not alter the permanent record; all attempts for a given course and all grades will remain on the transcript.

**GRADING SCALE:** Letter grades are assigned for all courses. The grade/quality points awarded for each hour of credit earned are stated below. Effective Fall 1995, the grading system was expanded to include plus and minus grades.

Letter Grade	Quality Comment	Grade/Quality Points
A	Excellent	4.0
A-	Excellent	3.7
B+	Above Average	3.3
B	Above Average	3.0
B-	Above Average	2.7
C+	Satisfactory	2.3
C	Satisfactory	2.0
D	Below Average	1.0
F	Unsatisfactory	0.0
FA	Unsatisfactory - Administratively assigned	0.0
P	Satisfactory	Not computed
S	Satisfactory	Not computed
U	Unsatisfactory	Not computed
I	Incomplete (may be changed) <i>(given to students who are processing satisfactorily and who, for valid reasons determined by the professor, could not complete the work of a course within the term.)</i>	Not computed
X	Audit	No Credit
IP	In Progress	Not computed
W	Withdrawal	Not computed
WA	Administrative Withdrawal	Not computed
WP	Withdrawal after posted deadline progressing satisfactorily	Not computed
WF	Withdrawal after posted deadline not progressing satisfactorily	0.0
WM	Medical Withdrawal	Not computed
WS	Military Service Withdrawal	Not computed
WC	Complete Withdrawal	Not computed
NR	Grade not received in time for processing by the Office of the Registrar	Not computed

**Repeats Without Grade Forgiveness:** Students may repeat courses without using the forgiveness policy. Both the original and the repeated grades will be used by UNF in the computation of the GPA, but only credit for the last attempt will apply toward graduation. A course repeated without grade forgiveness is indicated by the symbol "A" (course repeated and included in GPA) or "I" (included in earned hours and GPA), beneath the "R" column. (Prior to Fall 1985, all repeats were treated as grade forgiveness and only the last attempt counted in the GPA).

**Term Forgiveness:** Undergraduate, degree-seeking students seeking their first baccalaureate degree may request term forgiveness for an entire term in which they performed unsatisfactorily due to personal or financial issues. The transcript will note "Term Forgiveness" for the requested term and use the symbol "" immediately before the letter of the grade of the course that is being forgiven. The original grades will remain on the transcript. None of the courses will count toward graduation.



# State of Florida Department of Education

## EDUCATOR CERTIFICATE

*This Certifies That*

**SCOTT JOSEPH SCHNEIDER**

*Has satisfactorily completed all requirements of Florida Statutes and  
State Board of Education Rules for the coverages or endorsements listed below:*

PROFESSIONAL  
PROFESSIONAL  
PROFESSIONAL  
PROFESSIONAL

MIDDLE GRADES INTEGRATED CURRICULUM  
SCHOOL PRINCIPAL  
MENTALLY HANDICAPPED  
EDUCATIONAL LEADERSHIP

GRADES 5-9  
ALL LEVELS  
GRADES K-12  
ALL LEVELS

07/01/2016 - 06/30/2026  
07/01/2016 - 06/30/2026  
07/01/2016 - 06/30/2026  
07/01/2016 - 06/30/2026

Department of Education Number 822691

Paul O. Burns  
Deputy Chancellor for Educator Quality

1360744

Richard Corcoran  
Commissioner of Education

Issued: March 23, 2021

