

12.2 Teachers not employed on continuing contract/ professional services contract will be employed on an annual or probationary contract by the School Board. At the expiration of this annual or probationary contract there will be no guarantee of a position for the coming year. If the position will be available the next year, the teacher may be considered for another year. If the employee is non-renewed he/she shall be notified, in writing **and it shall be delivered confidentially in person (unless the teacher is absent, in which case email notification is sufficient and hardcopy is delivered confidentially in person upon return)**, of his/her employment status no later than ten (10) school days prior to the last teacher workday of the school year as listed on the approved academic year calendar. Non-renewal notices will be distributed on the same day, district-wide, as determined by the Human Resources department in consultation with the ABCE President. If a teacher with a Highly Effective or Effective instructional practice rating is not renewed by the last teacher workday of the school year, he or she may be renewed by any cost center manager on or before the last District workday in June **prior the first teacher workday of the next school year** without going through the external interview process or considered as having a break in service.

If a teacher with a Highly Effective or Effective instructional practice rating is not renewed by the last teacher workday of the school year, but later is hired for the subsequent school year, he or she shall not be required to repeat any New Teacher Induction Academy or Foundations Academy requirements in the subsequent school year. If a teacher is terminated prior to the expiration of his/her contract, the District shall provide, at the teacher's request, a written statement of specific reasons for the termination. The above provisions do not apply to newly employed instructional staff who are terminated prior to serving their probationary period as provided in Florida Statutes.

The Superintendent and Board shall have final authority pertaining to recommendations of reappointment of annual contract personnel in accordance with Florida Statutes.

If an instructional employee is not renewed, the Board agrees to extend insurance coverage through July 31st regardless of the start date of the current school year in which the non-renewal occurred. Instructional employees not hired by the last working day in June will be considered as having a break in service. Such employees subsequently hired by

July 15th will retain the salary and evaluation status as of June 30th.
Contract status will reflect as a new hire per statute.

BDS and ABCE share in our commitment toward providing the highest quality education and working environment for our students and colleagues. To this end, we share in our goal for all teachers to receive investment and coaching as a BDS career-track educator. Therefore, within five (5) days of a principal having concerns which may lead to nonrenewal of a teacher, the principal and teacher will meet in a non-evaluative manner. In the course of this meeting(s), the principal will have candid conversations with the intent to coach the teacher toward higher performance and renewal for the next school year and a full career with BDS. Additional training and resources will be provided. Such conversations will continue for as long as there is a need. In these conversations, the teacher shall be informed of the following:

- 1. What assistance the administration will provide in making the required improvements**
- 2. The specific time frame within which the improvements must be made**

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director