

ABCE Proposal #2
ABCE Counterproposal #2
October 16, 2024

16.3 A. Prior experience shall be granted for placement on the Performance Pay Schedule as follows: catalog

Teachers newly hired or returning after a break in service may receive up to 25 years credit on the Performance Pay Schedule on Appendix D for each year of full-time public-school teaching service earned in the state of Florida or outside the state and for which the employee received a satisfactory performance evaluation. In addition to public school experience teachers will be granted full credit for years taught in an accredited non-public school provided the employee received a satisfactory performance evaluation. (The Bay District School Board will determine the recognition of accredited agencies for private schools.)

B. Instructional Personnel who have completed five (5) years of DROP shall **have the choice of (1) converting to annual contract and maintaining their current rate of salary plus any negotiated increases or being placed on the Performance Pay Schedule with verified years of teaching experience, whichever is greater, or (2) maintaining their current continuing contract status and receiving the salary equivalent to placement level twenty-five (25) on the Performance Salary Schedule (plus negotiated salary increases).** ~~be placed on the Performance Pay Schedule with verified years of teaching experience, up to twenty-five (25) years.~~ **Current employees who have had a salary reduction will have the same options described above. Increases are effective July 1, 2024.**

~~Current employees who have been placed without prior experience used for retirement, or who are in DROP and had salary reduced, may apply to be re-placed on the Performance Pay Schedule with verified, related years of teaching experience as defined above (16.3 A).~~

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.