

ABCE Proposal #2
ABCE Counterproposal #1
October 9, 2024

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

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)~~ **eight (8)** years of DROP shall 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 due to 16.3, will be returned to their prior salary plus any negotiated increases. 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**.