

ABCE Proposal #1
ABCE Counter Proposal #1
September 13, 2023

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

Teachers moving into the District **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 be placed on their respective salary schedule with verified years of teaching experience, up to twenty-five (25) years.

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 their respective salary scheduled with verified, related years of teaching experience as defined above (16.3A).

To apply, current employees shall:

- 1. Complete an application within sixty (60) calendar days of the date of contract ratification in 2023-2024. The application must be received in HR by the deadline. The window for current employees will close permanently at the end of the sixty (60) days.**
- 2. Provide all the requisite documentation required on the application. Incomplete applications will not be eligible for review/consideration. Each current employee requesting an additional experience review may submit one (1) application during the 60-day window. Applicants will receive notice of any missing information within one (1) week of application**

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New language is identified in **boldface and is underlined**.

submission. Current employees should note that if additional years of related experience are granted, those years will not be retroactive beyond July 1, 2023.

C. Critical Shortage (see Appendix E)

Teachers certified in fields identified by Bay District Schools as critical shortage areas may be paid a one-time new hire bonus of \$5,000 provided they complete a school year (as defined by Florida Retirement System rules), teach in the critical shortage area, and obtain an Effective or higher rating on his/her Instructional Practice and Deliberate Practice.

Teachers hired later in the year (after the date required to complete a full school year as defined by the Florida Retirement System rules) may qualify for this bonus if:

1. The teacher's contract is renewed for another consecutive year. He/she teaches the second full year in the same critical shortage area.
2. He/she obtains an effective or higher rating on his/her Instructional Practice and Deliberate Practice.

Bonuses to these teachers will be paid at the conclusion of the second year if all qualifying criteria are met and the teacher submits an application.

Teachers may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.

~~Instructional Personnel who have retired and are newly hired and any instructional personnel in their 6th, 7th, or 8th year of DROP shall not receive credit on either salary schedule for any years of experience that have been used by the employee to qualify for retirement, whether in Florida or outside the State.~~

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