

**ABCE Proposal #1**  
**District Counter Proposal #1**  
**August 23, 2023**

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 6<sup>th</sup>, 7<sup>th</sup>, or 8<sup>th</sup> 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.**~~

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