

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

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

Teachers moving into the District 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 the Performance Pay Placement Schedule with verified years of teaching experience, up to twenty-five (25) years.**

**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:

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