

District Proposal #1
ABCE Counterproposal #2

October 9, 2024

12.2 Teachers not employed on continuing contract/ professional services contract will be employed on an annual or probationary contract by the School Board. At the expiration of this annual or probationary contract there will be no guarantee of a position for the coming year. If the position will be available the next year, the teacher may be considered for another year. If he/she **the employee** is non-renewed he/she shall be notified, in writing, of his/her employment status no later than ~~twenty-five (25)~~ **ten (10)** school days prior to the last teacher workday of the school year **as listed on the approved academic year calendar. Nonrenewal notices shall be distributed on the same day district wide, as determined by the Human Resources department in consultation with the ABCE President.** If a teacher with a Highly Effective or Effective instructional practice rating is not renewed by the last teacher workday of the school year, he or she may be renewed by any cost center manager on or before the last District workday in June without going through the **external** interview process or considered as having a break in service.

If a teacher with a Highly Effective or Effective instructional practice rating is not renewed by the last teacher workday of the school year, but later is hired for the subsequent school year, he or she shall not be required to repeat any New Teacher Induction Academy **or Foundations Academy** requirements in the subsequent school year. If a teacher is terminated prior to the expiration of his/her contract, the District shall provide, at the teacher's request, a written statement of specific reasons for the termination. The above provisions do not apply to newly employed instructional staff who are terminated prior to serving their probationary period as provided in Florida Statutes.

The Superintendent and Board shall have final authority pertaining to recommendations of reappointment of annual contract personnel in accordance with Florida Statutes.

If the instructional employee is not renewed, the Board agree to extend insurance coverage through July 31st regardless of the start date of the current school year in which the non-renewal occurred. Instructional employees not hired by July 1st will be considered as having a break in service. Such employees

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

subsequently hired by July 15th will be considered as having no break in service.

- 11.3 The teacher's assigned administrator will meet with category I and II teachers prior to December 15th on their Formative Evaluation to discuss and review that portion of the evaluation based on the administrator's observation(s) and the teacher's DP. All teachers shall have the same sections of their Summative Evaluation reviewed with their administrator no later than ~~two weeks~~ **twenty (20) working days** before teacher renewal letters are due. The administrator and the teacher shall sign the required forms at these meetings and the teacher shall receive a copy. Such signature by the teacher only acknowledges that he/she has read the report and does not necessarily indicate agreement with its content.

The evaluator may amend an evaluation for any teacher based upon assessment data from the current school year if the data becomes available within 90 days after the close of the school year. The teacher will receive a copy of this amended evaluation within ten (10) work days.

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director

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