

BOARD COUNTER PROPOSAL #1
December 6, 2016
Article VII – Working Conditions

Section A – Contracts

1. Annual Contract

- a) ~~A teacher is an annual contract teacher until such time as he/she obtains continuing contract or professional service contract in the school district. Teachers employed on an annual contract basis are considered to be on a probationary status. Effective July 1, 2011, an annual contract may be awarded pursuant to Florida Statute 1012.335 to instructional personnel who have successfully completed a probationary contract with the district school board.~~
- b) ~~An annual contract teacher who receives an overall rating of no less than “Effective” for the current year’s Instructional Practices Score and no less than an “Effective” summative evaluation rating for the previous school year in Pasco County shall be reappointed on an annual contract to his/her current school, provided that a position exists at his/her school and said employee meets all necessary eligibility requirements related to certification.~~
- a) “Annual contract” means an employment contract for a period of no longer than one (1) school year which the district school board may choose to award or not award without cause.
- b) “Instructional personnel” means instructional personnel as defined in s. 1012.01(2)(a)-(d), excluding substitute teachers.
- c) “Probationary contract” means an employment contract for a period of one (1) school year awarded to instructional personnel upon initial employment in a school district. Probationary contract employees may be dismissed without cause or may resign without breach of contract. A district school board may not award a probationary contract more than once to the same employee unless the employee was rehired after a break in service for which an authorized leave of absence was not granted. A probationary contract shall be awarded regardless of previous employment in another school district or state.

2. Employment

- a) Beginning July 1, 2011, each individual newly hired as instructional personnel by the district school board shall be awarded a probationary contract. Upon successful completion of the probationary contract, the district school board may award an annual contract pursuant to paragraph (c).
- b) Beginning July 1, 2011, an annual contract may be awarded pursuant to paragraph (c) for instructional personnel who have successfully completed a probationary contract with the district school board and have
- c) An annual contract may be awarded only if the employee:
1. Holds an active professional certificate or temporary certificate issued pursuant to s. 1012.56 and rules of the State Board of Education.
 2. Has been recommended by the district school superintendent for the annual contract based upon the individual’s evaluation under s. 1012.34 and approved by the district school board.
 3. Has not received two consecutive annual performance evaluation ratings of unsatisfactory, two annual performance evaluation ratings of unsatisfactory within a 3-year period, or three consecutive annual performance evaluation ratings of needs improvement or a combination of needs improvement and unsatisfactory under s. 1012.34.

3. Limitation

An individual newly hired as instructional personnel by a school district in this state under this section is ineligible for any contract issued under s. 1012.33.

2. same

3. Professional Service Contract and Continuing Contract

- a) A teacher will be eligible to receive a professional service contract (PSC) as provided by Florida Statute 1012.33(3)(a). A professional service contract (PSC) is not subject to being issued after June 30, 2011.

b) If a teacher has previously held a PSC in the district or from another district within the state, the teacher may be granted a PSC upon recommendation for his/her second year of employment in the district.

e) b) A continuing contract (CC) is not subject to being issued after July 1, 1984. If a teacher has previously held a continuing contract within the state and is employed or reemployed, the teacher may be granted a PSC upon recommendation for his/her second year of employment in the district.

4. same

For the Board

Date

For the Union

Date