

1 A bill to be entitled
 2 An act relating to contracts for instructional
 3 personnel; amending s. 1001.42, F.S.; deleting a
 4 prohibition on the awarding of certain annual
 5 contracts by district school boards on the basis of
 6 unauthorized contingencies or conditions; amending s.
 7 1012.335, F.S.; requiring that the annual contract of
 8 instructional personnel who meet certain criteria be
 9 renewed; providing an exception; providing
 10 responsibilities for district school superintendents
 11 who exercise certain authority; making technical
 12 changes; providing an effective date.

13
 14 Be It Enacted by the Legislature of the State of Florida:

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 16 Section 1. Subsection (24) of section 1001.42, Florida
 17 Statutes, is amended to read:

18 1001.42 Powers and duties of district school board.—The
 19 district school board, acting as a board, shall exercise all
 20 powers and perform all duties listed below:

21 (24) EMPLOYMENT CONTRACTS.—

22 ~~(a)~~ If a school district enters into a contract or
 23 employment agreement, or renewal or renegotiation of an existing
 24 contract or employment agreement, with an officer, agent,
 25 employee, or contractor which contains a provision for severance

26 pay, the contract or employment agreement must include the
27 provisions of s. 215.425.

28 ~~(b) A district school board may not award an annual~~
29 ~~contract on the basis of any contingency or condition not~~
30 ~~expressly authorized in law by the Legislature or alter or limit~~
31 ~~its authority to award or not award an annual contract as~~
32 ~~provided in s. 1012.335. This paragraph applies only to a~~
33 ~~collective bargaining agreement entered into or renewed by a~~
34 ~~district school board on or after June 15, 2017.~~

35 Section 2. Subsection (2) of section 1012.335, Florida
36 Statutes, is amended to read:

37 1012.335 Contracts with instructional personnel hired on
38 or after July 1, 2011.—

39 (2) EMPLOYMENT.—

40 (a) ~~Beginning July 1, 2011,~~ Each individual newly hired as
41 instructional personnel by the district school board shall be
42 awarded a probationary contract. Upon successful completion of
43 the probationary contract, the district school board may award
44 an annual contract pursuant to paragraph (c).

45 (b) ~~Beginning July 1, 2011,~~ An annual contract may be
46 awarded pursuant to paragraph (c) for instructional personnel
47 who have successfully completed a probationary contract with the
48 district school board ~~and have received one or more annual~~
49 ~~contracts from the district school board.~~

50 (c) An annual contract may be awarded ~~only~~ if the

51 employee:

52 1. Holds an active professional certificate or temporary
53 certificate issued pursuant to s. 1012.56 and rules of the State
54 Board of Education.

55 2. Has been recommended by the district school
56 superintendent for the ~~annual~~ contract based upon the
57 individual's evaluation under s. 1012.34 and approved by the
58 district school board.

59 3. Has not received two consecutive annual performance
60 evaluation ratings of unsatisfactory, two annual performance
61 evaluation ratings of unsatisfactory within a 3-year period, or
62 three consecutive annual performance evaluation ratings of needs
63 improvement or a combination of needs improvement and
64 unsatisfactory under s. 1012.34.

65 (d) Instructional personnel who receive an effective or
66 highly effective rating at the conclusion of a contract year and
67 are not the subject of any unresolved disciplinary action must
68 have their contract renewed for the following school year unless
69 the district school superintendent exercises his or her final
70 authority to make a determination that the contract be
71 nonrenewed, in which case the superintendent must provide in
72 writing to the nonrenewed individual the reason for the
73 nonrenewal.

74 Section 3. This act shall take effect July 1, 2022.