

District Proposal #1
June 24, 2021

9.3 The voluntary reassignment and/or transfer of a teacher will be subject to the following conditions:

- A. ~~Between April 15 and August 1,~~ the fifth business day before the last teacher day of the current school year and ~~five (5)~~ **ten (10)** business days before the first School-based Inservice day of the next school year, transfers will require only the receiving principal's signature. **During this window, teachers will only be able to execute one (1) transfer in order to promote staff stability and timely hiring for all schools.**
- B. ~~Between August 2 and April 14,~~ **Outside of the aforementioned transfer window above,** transfers will require both the sending and receiving principals' signatures. ~~Outside of this time frame, the receiving principal shall obtain from the sending principal a willingness to release the teacher prior to interviews or consideration.~~

Deleted language is identified with a strikethrough.

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

District Proposal #2
June 24, 2021

~~16.12 The Board will offer a retirement incentive for teachers that have at least 25 years of combined service from our District plus years brought in from other Districts for the purpose of pay, if the following conditions are met:~~

- ~~A. The employee has worked for Bay District Schools for a minimum of ten (10) years.~~
- ~~B. The teacher is eligible to retire under the State Retirement System and has never entered in the Deferred Retirement Option Plan (DROP), nor previously retired from the Florida Retirement System OR~~
- ~~C. If the teacher is in the DROP he/she must have been in DROP for no more than 48 months.~~

~~If the above conditions are met the Board will pay the teacher a bonus equivalent to 30% of their base salary (supplement not included). However, for those teachers meeting the conditions who have been in DROP more than 36 months, the bonus will be 20% of their base salary (supplement not included). Retirement benefits would not apply to this payment and no payment will be made prior to July 1 of the fiscal year after the teacher retires.~~

~~The teacher must submit their retirement form to the Human Resources Department no later than May 1.~~

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