

## **Section F - Annual Contract Reappointment**

The parties agree that it is in the best interest of the District to reappoint Highly Effective and Effective Annual Contract (AC) teachers as soon as possible. To meet that goal, principals will recommend to the Superintendent for reappointment any Annual Contract (AC) teacher who meets the following criteria:

1. An overall rating of not less than "Proficient" for the current years' Summative Part 1: Professional Practices" Instructional Personnel Performance Appraisal System (IPPAS) annual evaluation; and
2. No less than an "Effective" final evaluation rating in the prior year in Brevard County; and
3. No actions that rose to the level of discipline concerning interactions with children during the school year.

Such recommendation may occur up to two (2) weeks before the District begins any voluntary or involuntary transfer period. Based on the needs of the District, the Superintendent will recommend for assignment such Highly Effective and Effective Annual Contract (AC) teachers to either their current school, provided that a position exists at his/her school and said employee meets all necessary eligibility requirements related to certification, High Qualified statutes, ESOL status, and program needs, prior the final student day of the school year; or to an Annual Contract Teacher Pool. An employee in this Pool shall be eligible for reappointment should a position in the District become available as long as he/she meets all necessary eligibility requirements related to certification, Highly Qualified status, ESOL status, and program needs. **In cases where more than one individual in the Annual Contract Teacher Pool qualifies for a vacant position, the principal shall interview from the eligible candidates. All teachers placed in the Pool will be assigned to positions in their certification areas before an external candidate with the same certification is hired. An eligible annual contract teacher who refuses a position offered through these procedures shall forfeit his/her placement in the Annual Contract Teacher Pool.** The District's Human Resources Department shall compile and maintain a list of employees in the Pool who meet the aforementioned requirements but for whom no position is available in the District. This language shall not be applicable to program areas identified by the District for workforce reduction for the ensuing school year. Procedures for placement in the Annual Contract Teacher Pool shall be made known, in writing, to any teacher being placed in the Pool prior to the last day of the school year. The entire process defined by this language ends at the close of the six-day count process. At that time, the Annual Contract Teacher Pool is dissolved.