



### **POLICY 3.15**

**5-D** I recommend that the Board approve development of the proposed revised Policy 3.15, entitled "Appointment and Reappointment of Instructional Personnel."

[Contact: Mark Mitchell, PX 48911.]

#### **Development**

#### **CONSENT ITEM**

- This revision specifies the timeframe for submission of nominations for appointment and reappointment as changed by State Statute and adds a statutory reference.

POLICY 3.15

1 **APPOINTMENT AND REAPPOINTMENT OF INSTRUCTIONAL PERSONNEL**

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- 3 1. **Vacancies.**-- The Superintendent shall submit to the School Board a nomination to  
4 fill any vacancy within a reasonable time after such vacancy occurs.
- 5 2. **Appointment.**-- Pursuant to Fla. Stat. § 1012.22(1)(a)2, 3, the School Board may  
6 reject for good cause any employee nominated. If the third nomination by the  
7 Superintendent for any position is rejected for good cause, or if the Superintendent  
8 fails to submit a nomination for initial employment within a reasonable time as  
9 prescribed by the School Board, or if the Superintendent fails to submit a  
10 nomination for re-employment within the time prescribed by law, the School Board  
11 may proceed on its own motion to fill such position.
- 12 3. **Reappointment.**-- In accordance with Fla. Stat. § 1012.22(1)(b), principals and  
13 department heads shall submit to Human Resources all nominations for  
14 reappointments not later than ~~one week prior to the standard agenda submission~~  
15 ~~date for the regular May~~ the time needed for statutorily required notice for a Board  
16 meeting, so that the Superintendent may submit the nominations to the Board in  
17 time for the Board to "act not later than 3 weeks ~~after the end of the regular~~  
18 ~~legislative session or May 31, whichever is later~~ following the receipt of FCAT  
19 scores and data, including school grades, or June 30, whichever is later, on the  
20 district school superintendent's nominations of supervisors, principals, and  
21 members of the instructional staff," as required by § 1012.22(1)(b). Employees to  
22 be non-reappointed shall be notified on or before the agenda submission date. All  
23 nominations for the reappointment of members of the instructional staff shall be  
24 made after conferring with the principals.
- 25 4. ~~This Policy, as revised in 2003 or later, shall supersede and control over Directive~~  
26 ~~3-27(12).~~ The Policy shall be revised as often as necessary to remain consistent  
27 with the statutes implemented.

28 STATUTORY AUTHORITY: Fla. Stat. §§ 1001.32(2); 1001.41(2); 1001.43(11);  
29 1012.23(1)

30 LAWS IMPLEMENTED: Fla. Stat. §§ 1001.32(2); 1001.41(1), (3); 1001.42(5);  
31 1001.51(7); 1012.22(1)(a), (b)

32 HISTORY: 6/16/82; 4/23/97; 12/8/03;     /    /08

Legal Signoff:

The Legal Department has reviewed proposed Policy 3.15 and finds it legally sufficient for development by the Board.

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Attorney

Date