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

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

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

(24) EMPLOYMENT CONTRACTS.—

(a) If a school district enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, with an officer, agent, employee, or contractor which contains a provision for severance pay, the contract or employment agreement must include the provisions of s. 215.425.

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

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

1012.335 Contracts with instructional personnel hired on or after July 1, 2011.—
(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 received one or more annual contracts from the district school board.

(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.

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

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