

Florence District Three Personnel Report

April 2026

Volunteer

RECOGNITION

PROGRAM



Green Apple Level

25-49
Volunteer Hours



Golden Apple Level

100+
Volunteer Hours



Red Apple Level

50-99
Volunteer Hours

Thank You, Volunteers!

Your time, talent, and heart make a difference.



FLORENCE
SCHOOL DISTRICT THREE
EVERY STUDENT • EVERY DAY

Certified Vacancies – Tentative 2026-2027

Early Childhood	2
Elementary	1
English	0
Math	3
Science	3
Social Studies	0
Special Education	1
Spanish	1
Art	0
Music /Band	1
PE	0
School Counselor	0
School Librarian	1
ESOL	0



Contract Recommendations

Induction Contracts

Who Gets One?

- First-year teachers
- In-state teachers who have transferred from another district who have not completed all Induction levels.
- Out-of-state and non-public school teachers who have less than one year of teaching experience
- Out-of-state and non-public school teachers who have one or two years of teaching experience (*at the discretion of the district*)

Levels

Induction 1

Induction 2

Induction 3

Information

- A Person May Be Employed as an Induction Teacher for up to 3 years prior to advancing to an Annual contract.
- A District Can Non-Renew an Induction Teacher even if the Teacher is Successful or Unsuccessful
- No due process rights – the Teacher Employment and Dismissal Act does not apply

Annual Contracts

Who Gets One?

- Teachers who have successfully completed Induction
- In-state teachers who have transferred from another district who have not completed all Annual levels.
- Teachers who have more than two years of out-of-state or non-public school teaching experience
- Out-of-state and non-public school teachers who have one or two years of teaching experience (at the discretion of the district)

Levels

Annual 1

Annual 3

Annual 2

Annual 4

Information

- Must successfully complete an ADEPT summative (formal) evaluation in order to be eligible to advance to a professional teaching certificate and a continuing contract.
- Minimal due process rights – the Teacher Employment and Dismissal Act
- Teachers on an international visa are not eligible for a continuing contract and remain at the Annual contract level.

Continuing Contracts

Who Gets One?

- Teachers who have successfully completed the annual contract period and are certified by the state
- Teachers with out-of-state or nonpublic teaching experience who hold National Board Certification
- Must hold a Professional Teaching Certificate.

Levels

Continuing
Continuing Formal

Information

- Full procedural due process rights relating to employment and dismissal.
- All teachers employed under continuing contracts must be evaluated on a continuous basis.