

HB122 INTRODUCED



1 HB122
2 CXSVAWW-1
3 By Representative Collins
4 RFD: Education Policy
5 First Read: 13-Jan-26
6 PFD: 07-Jan-26



1
2
3

4 SYNOPSIS:

5 Under existing law, the Teacher Excellence and
6 Accountability for Mathematics and Science (TEAMS)
7 Salary Schedule Program provides for additional
8 compensation to be paid to K-12 qualified teachers of
9 mathematics and science who elect to participate in the
10 program. Under TEAMS, a participating teacher with over
11 20 years of service that satisfies the advanced
12 contract criteria is required to be offered a five-year
13 contract.

14 This bill would provide that a contract may be
15 offered to the participating teacher for a period of up
16 to five years.

17 This bill would also make conforming changes to
18 hierarchy units.

19
20

21 A BILL
22 TO BE ENTITLED
23 AN ACT

24

25 Relating to the Teacher Excellence and Accountability
26 for Mathematics and Science (TEAMS) Salary Schedule Program;
27 to amend Section 16-13-334, Code of Alabama 1975, to provide
28 that a participating teacher with over 20 years of service



29 that satisfies the advanced contract criteria may be offered a
30 contract for up to five years in lieu of requiring that the
31 teacher be offered a five-year contract; and to make
32 conforming changes to hierarchy units.

33 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

34 Section 1. Section 16-13-334 of the Code of Alabama
35 1975, is amended to read as follows:

36 "§16-13-334

37 (a) A participating teacher shall be offered a
38 preliminary or advanced contract under the provisions of this
39 article.

40 (b) ~~1. (1)~~ A participating teacher not meeting the
41 criteria for an advanced contract as provided in subsection
42 (c) shall be offered a preliminary contract if this is his or
43 her initial contract in the TEAMS program. The preliminary
44 one-year contract may be extended from year to year for a
45 maximum of three total years until the teacher qualifies for
46 an advanced contract which may be up to three years as
47 provided by this section, or is nonrenewed or terminated under
48 this article. Each preliminary contract shall include a
49 provision to ensure a participating teacher's adequate
50 progress toward advanced contract qualification.

51 ~~2. (2)~~ Notwithstanding ~~subparagraph 1. subdivision (1)~~,
52 a participating teacher with insufficient experience to obtain
53 the specialized certification or credential provided by
54 subsection (c) may have his or her preliminary contract
55 extended from year to year for a maximum of six total years.

56 ~~3. (3)~~ Subject to limited waivers approved by the



57 department, a participating teacher shall only be eligible for
58 preliminary contracts for his or her maximum period of three
59 or six years. A superintendent, on behalf of a participating
60 teacher, may request additional program opt-in waivers for the
61 teacher's failure to timely qualify for an advanced contract
62 due to limited status exemptions approved by the department,
63 including, but not limited to, health conditions, family
64 emergency, or change in county of residence.

65 (c) To be eligible for an advanced contract, of up to
66 three years, a participating teacher shall hold a valid
67 specialized certification or credential provided by subsection
68 (d).

69 (d) A participating teacher shall have obtained a
70 specialized certification or credential issued by one of the
71 following within three years of admission to the program:

72 1. (1) The National Institute for STEM Education.

73 2. (2) The National Board of Professional Teacher
74 Standards - Early Adolescence or Early Adolescence and Young
75 Adulthood Math or Science.

76 3. (3) The department.

77 4. (4) Any other criteria established by the department.

78 (e) A participating teacher with over 20 years of
79 service that satisfies the advanced contract criteria ~~shall~~
80 may be offered a contract for a period of up to five years.

81 (f) Each contract shall require a participating teacher
82 to complete at least four days of annual high quality
83 professional development administered, sponsored, or approved
84 by the department.



HB122 INTRODUCED

85 (g) Any provision of law to the contrary
86 notwithstanding, individuals employed in this program shall be
87 employed by a local board utilizing contracts as provided by
88 this article.

89 1. (1) Any teacher who has attained continuing service
90 status with his or her local board, and elects participation
91 in the program under the same local board, shall be deemed to
92 have voluntarily relinquished his or her status and
93 protections under the Students First Act of 2011, Chapter 24C.

94 2. (2) Notwithstanding ~~subparagraph 1. subdivision (1)~~,
95 any teacher who has attained continuing service status with
96 his or her local board as of June 30, 2021, and elects
97 participation in the program under the same local board and
98 maintains adequate progress toward the advanced contract
99 qualifications, but fails to obtain the credential or
100 certification, shall have one-time reversion rights to the
101 previous service status at the end of his or her preliminary
102 contract period or periods.

103 3. (3) Nothing in this article shall be construed to
104 confer continuing service status on any participating teacher.
105 The contract term for a participating teacher shall not count
106 toward accrual of continuing service status."

107 Section 2. This act shall become effective on October
108 1, 2026.