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3 CHESTEEN SUBSTITUTE FOR SB327  
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8 SYNOPSIS: This bill would establish the Teacher  
9 Excellence and Accountability for Mathematics and  
10 Science (TEAMS) Salary Schedule Program and  
11 hard-to-staff supplement.  
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13 A BILL  
14 TO BE ENTITLED  
15 AN ACT  
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17 To establish the Teacher Excellence and  
18 Accountability for Mathematics and Science (TEAMS) Salary  
19 Schedule Program; to provide additional compensation to  
20 teachers of mathematics and science who elect to participate  
21 in the program and meet the required qualifications; to  
22 provide an additional annual supplement to program  
23 participants teaching in hard-to-staff schools; to create the  
24 TEAMS Fund in the State Treasury; and to provide for the terms  
25 of employment for participating teachers.

26 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

1           Section 1. There is created the Teacher Excellence  
2 and Accountability for Mathematics and Science (TEAMS) Salary  
3 Schedule Program.

4           Section 2. For the purposes of this act, the  
5 following terms shall have the following meanings:

6           (1) DEPARTMENT. The State Department of Education.

7           (2) ELIGIBLE TEACHER. A teacher, employed by a local  
8 board, who satisfies all the criteria for application in the  
9 program provided in this act.

10          (3) HARD-TO-STAFF SUPPLEMENT. The additional salary  
11 supplement available to participating teachers teaching in  
12 certain schools, as provided in Section 6.

13          (4) LOCAL BOARD. A city or county board of  
14 education.

15          (5) MATH or MATHEMATICS. Mathematics courses that  
16 appear in the Alabama Course of Study, including mathematics  
17 for grades 6-12 or other secondary mathematics courses as  
18 approved by the department.

19          (6) PARTICIPATING TEACHER. An eligible teacher who  
20 elects to participate in the program and who is recommended  
21 and approved for participation in the program, as provided in  
22 this act.

23          (7) PROGRAM. The Teacher Excellence and  
24 Accountability for Mathematics and Science Salary Schedule  
25 Program created by this act and administered by the  
26 department.

1           (8) SCIENCE. Science courses that appear in the  
2 Alabama Course of Study, including science for grades 6-12 or  
3 other secondary science courses, engineering, and computer  
4 science courses, as approved by the department.

5           (9) TEAMS. Teacher Excellence and Accountability for  
6 Mathematics and Science.

7           Section 3. The department shall administer the  
8 program and may establish necessary procedures for the  
9 administration of the program. The State Board of Education  
10 shall adopt rules necessary to implement this act.

11           Section 4. (a) An eligible teacher shall satisfy  
12 each of the following criteria to participate in the program:

13           (1) Hold a valid Alabama professional educator  
14 certificate or valid alternate certificate, approved for  
15 middle level or secondary math, science, or computer science  
16 courses.

17           (2) Teach approved courses in mathematics or science  
18 in grades 6-12.

19           (3) Teach full time in mathematics or science, or  
20 both.

21           (b) An eligible teacher wishing to participate in  
22 the program shall apply for the program by notifying the local  
23 superintendent of education in writing on forms prescribed by  
24 the department. The eligible teacher shall provide  
25 documentation to the local superintendent that the teacher has  
26 met the requirements for participation in the program provided  
27 in this section.

1 (c) After receipt of an application and required  
2 documentation, the local superintendent of education shall  
3 determine if the applicant has met the requirements for  
4 participation in the program, and, after the determination is  
5 made, may recommend that the local board of education offer a  
6 TEAMS contract to the applicant.

7 Section 5. (a) A participating teacher shall be  
8 offered a preliminary or advanced contract under the  
9 provisions of this act.

10 (b) 1. A participating teacher not meeting the  
11 criteria for an advanced contract as provided in subsection  
12 (c) shall be offered a preliminary contract if this is his or  
13 her initial contract in the TEAMS program. The preliminary one  
14 year contract may be extended from year to year for a maximum  
15 of three total years until the teacher qualifies for an  
16 advanced contract which may be up to as provided by this  
17 section, or is nonrenewed or terminated under the provisions  
18 of this act.

19 2. Notwithstanding paragraph 1., a participating  
20 teacher with insufficient experience to obtain the specialized  
21 certification or credential provided by subsection (c) may  
22 have his or her preliminary contract extended from year to  
23 year for a maximum of six total years.

24 (c) To be eligible for an advanced contract, of up  
25 to three years, a participating teacher shall hold a valid  
26 specialized certification or credential provided by subsection  
27 (d).

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

4 1. The National Institute for STEM Education.

5 2. The National Board of Professional Teacher  
6 Standards - Early Adolescence or Early Adolescence and Young  
7 Adulthood Math or Science.

8 3. The department.

9 4. Any other criteria established by the department.

10 (d) A participating teacher with over 20 years of  
11 service that satisfies the advanced contract criteria shall be  
12 offered a contract for a period of five years.

13 (e) Each contract shall require a participating  
14 teacher to complete at least four days of annual high quality  
15 professional development administered, sponsored, or approved  
16 by the department.

17 (f) Any provision of law to the contrary  
18 notwithstanding, persons employed in this program shall be  
19 employed by a local board utilizing contracts as provided by  
20 this act.

21 1. Any teacher who has attained continuing service  
22 status with his or her local board, and elects participation  
23 in the program under the same local board, shall be deemed to  
24 have voluntarily relinquished his or her status and  
25 protections under the Students First Act of 2011, Chapter 24C  
26 of Title 16, Code of Alabama 1975.

1           2.Nothing in this act shall be construed to confer  
2 continuing service status on any participating teacher. The  
3 contract term for a participating teacher shall not count  
4 toward accrual of continuing service status.

5           Section 6. (a) In addition to the other provisions  
6 of this act, participating teachers shall be eligible for the  
7 hard-to-staff supplement. The hard-to-staff supplement shall  
8 be five thousand dollars (\$5,000) per year.

9           (b) (1) To qualify for the hard-to-staff supplement,  
10 a participating teacher shall teach in a school designated as  
11 hard-to-staff by the department.

12           (2) The department shall annually determine which  
13 schools are hard-to-staff based on any of the following  
14 factors:

- 15           a. Out-of-field teaching assignments.
- 16           b. Poverty level.
- 17           c. Geographic location.
- 18           d. Population density.
- 19           e. Any other factors identified by the department.

20           Section 7. (a) The TEAMS Fund is created in the  
21 State Treasury for the purpose of providing funding for  
22 differential pay and salary supplements to participating  
23 teachers as provided by this act. The Legislature shall  
24 appropriate to this fund amounts sufficient to sustain the  
25 operation of the program. All funds received by the TEAMS Fund  
26 shall remain in the TEAMS Fund and shall not revert or be  
27 expended for any purpose other than those set out in this act.

1           (b) Each local board is allocated one position for  
2 mathematics and one position for science funded through the  
3 TEAMS program for every 105 students in combined grades 6-12.

4           (c) It is not the intent of this act to make  
5 appropriations, but the appropriations required by this act  
6 shall be from the Education Trust Fund, or any other funding  
7 source, for the designated fiscal year.

8           (d) Beginning with the 2021-2022 school year, and  
9 each school year thereafter, each participating teacher shall  
10 be paid in accordance with the TEAMS salary schedule  
11 established by the Legislature in the Education Trust Fund  
12 appropriation act and adopted by the State Board of Education.

13           (e) (1) The department shall allocate funding to  
14 local boards for the following:

15           a. The appropriate incremental TEAMS salary  
16 increases net of the State Minimum Salary Schedule under  
17 Sections 16-6B-8 and 16-13-231, Code of Alabama 1975, upon  
18 verification of eligibility of a participating teacher.

19           b. The hard-to-staff supplement provided in Section  
20 6.

21           (2) The department shall distribute monies from the  
22 TEAMS Fund to local boards monthly to fund the allocations  
23 provided in this section.

24           (f) The provisions and requirements of this section  
25 shall be in addition to those of Section 16-13-231.1, Code of  
26 Alabama 1975, relating to the State Minimum Salary Schedule.  
27 Each participating teacher shall be properly placed on the

1 TEAMS program salary schedule according to degree earned and  
2 years of public education service, either in-state or  
3 out-of-state, which shall not be less than the amounts  
4 appropriated for the State Minimum Salary Schedule. The  
5 participating teacher shall be paid according to degree earned  
6 and length of public education experience. The local board  
7 shall transmit to the department the appropriate documentation  
8 for each participating teacher in a timely fashion;  
9 thereafter, each participating teacher shall be paid under  
10 this act as soon as certified by the department.

11 (g) All salaries and salary increases shall be paid  
12 in full to each person employed before the end of the  
13 applicable fiscal year as defined in Section 16-1-1, Code of  
14 Alabama 1975.

15 (h) Nothing in this act shall prohibit a local board  
16 from paying additional supplements to participating teachers  
17 in accordance with local board policies.

18 Section 8. (a) Beginning with the 2021-2022 school  
19 year and each year thereafter, each participating teacher  
20 shall be employed on a 189 day contract with the local board.

21 (b) After completion of a preliminary contract  
22 period, the local board, upon the recommendation of the local  
23 superintendent, shall do one of the following, and provide  
24 written notice to the participating teacher no later than June  
25 30:



1           1. Offer the participating teacher another  
2 preliminary one-year contract, subject to the limitations in  
3 Section 5(b), or an advanced contract.

4           2. Nonrenew the teacher's preliminary contract and  
5 employment entirely, without a stated reason.

6           3. Nonrenew the teacher's preliminary contract  
7 without a stated reason, and reemploy the teacher in any  
8 position outside of the program.

9           (c) If no action is taken by June 30 of the year the  
10 preliminary contract expires, the teacher's contract shall be  
11 deemed renewed for one year subject to the limitations in  
12 Section 5(b). If the teacher has reached the maximum number of  
13 three or six year preliminary contract years pursuant to  
14 Section 5(b) and fails to qualify for an advanced contract as  
15 provided in Section 5(c), he or she shall be deemed  
16 nonrenewed, subject to the provisions of Section 9.

17           (d) After completion of an advanced contract period,  
18 the local board, upon the recommendation of the local  
19 superintendent, shall do one of the following, and provide  
20 written notice to the participating teacher no later than June  
21 30:

22           (1) Offer the participating teacher another advanced  
23 three year contract subject to the provisions of Section 5(c).

24           (2) Nonrenew the teacher's advanced contract and  
25 employment entirely for any stated reason.

1           (3) Nonrenew the teacher's advanced contract for any  
2 stated reason, and reemploy the teacher in any position  
3 outside the program.

4           (e) If no action is taken by June 30 of the year the  
5 contract expires, the teacher's contract shall be deemed  
6 renewed for three years subject to the provisions of Section  
7 5(c).

8           (f) The decision to nonrenew the contract may be  
9 based on any reason except personal or political reasons. A  
10 teacher with an advanced contract may challenge the nonrenewal  
11 by filing a petition with the department within 10 days of  
12 receipt of the written notice of nonrenewal. The only issue to  
13 be determined by the department will be whether the nonrenewal  
14 was for personal or political reasons. The teacher shall bear  
15 the burden of establishing that the nonrenewal was based on a  
16 personal or political reason.

17           (g) Any notice required under this act shall be  
18 provided to the participating teacher either by personal  
19 service, by certified mail, or by private mail carrier return  
20 receipt requested.

21           Section 9. (a) If the local board, upon the  
22 recommendation of the local superintendent, votes to terminate  
23 the employment of a participating teacher before the  
24 completion of his or her contract without cause, the teacher  
25 shall be paid the balance of salary and benefits due for the  
26 contract period.

1 (b) A local board may terminate the contract of a  
2 participating teacher for cause at any time, for any of the  
3 following reasons:

- 4 1. Immorality.
- 5 2. Insubordination.
- 6 3. Neglect of duty.
- 7 4. Conviction of a felony or a crime involving moral  
8 turpitude.
- 9 5. Failure to fulfill the duties and  
10 responsibilities of his or her teaching assignment.
- 11 6. Failure to comply with local board policy.
- 12 7. Incompetency.
- 13 8. Justifiable decrease in positions.
- 14 9. Incarceration.

15 (c) (1) If the local superintendent recommends the  
16 termination of the contract of a participating teacher for  
17 cause, the local superintendent shall provide written notice  
18 of that recommendation and the reasons therefor to the  
19 participating teacher. The teacher shall have the right to  
20 request an expedited evidentiary hearing before the local  
21 board votes on the recommendation. Any such request must be  
22 provided to the local superintendent within 10 days of the  
23 issuance of the written recommendation to terminate. The  
24 participating teacher shall be provided at least 15 days to  
25 prepare for the evidentiary hearing. The local superintendent  
26 shall provide a court reporter to produce a transcript of the  
27 hearing.

1           (2) If the local board, upon recommendation of the  
2 local superintendent, votes to terminate the contract for  
3 cause, written notice of that decision shall be provided to  
4 the teacher within five days of the local board's decision.

5           (3) Within 10 days after the date of receipt of  
6 notice provided to a participating teacher informing him or  
7 her of an action by the local board to terminate the teacher's  
8 contract for cause, the teacher, may request a review of the  
9 local board's decision, by filing a petition with the  
10 department for an expedited review of the board's decision.  
11 The teacher shall provide a copy of the petition to the local  
12 superintendent within five days of the filing of the petition  
13 with the department. The department shall review the  
14 administrative record to determine whether the board had  
15 sufficient cause to terminate the participating teacher. The  
16 department shall have the discretion to convene a hearing  
17 provided no witnesses may testify and no new evidence may be  
18 submitted.

19           (4) The pay and benefits of the teacher shall be  
20 continued until such time as the department issues a final  
21 order upholding the local board's decision. Should the  
22 department determine that the termination was unlawful or  
23 without sufficient cause, the department may order the teacher  
24 be reinstated under the automatic extension provisions in  
25 Section 8(c) or Section 8(e).

26           (d) In the event a participating teacher's  
27 professional educator's certificate is revoked for cause,

1 suspended for cause, or relinquished, the teacher shall be  
2 summarily terminated and shall not be subject to the rights,  
3 remedies and procedures provided by this chapter.

4 Section 10. (a) The department may develop a model  
5 participating teacher contract for use pursuant to this act.

6 (b) The department shall have the authority to  
7 appoint a hearing officer to consider any petition filed under  
8 this act.

9 (c) The State Superintendent of Education, in  
10 consultation with the State Board of Education, may provide to  
11 the Legislature a report on the program recommending the  
12 addition of other teacher shortage areas to this act.

13 Section 11. (a) Public charter schools created  
14 pursuant to the Alabama School Choice and Student Opportunity  
15 Act, Chapter 6F of Title 16, Code of Alabama 1975, shall be  
16 allocated TEAMS positions and funding in the same manner as  
17 local boards under this act, provided the public charter  
18 school complies with all requirements of the program  
19 established by the department.

20 (b) Charter school governing boards shall be  
21 entitled to offer preliminary or advanced contracts to  
22 qualified teachers based on the TEAMS salary schedule in the  
23 same manner as local boards, and qualified teachers may also  
24 receive the hard-to-staff supplement provided in Section 6,  
25 subject to all provisions of this act. Notwithstanding any  
26 provision of this act, any such contract shall be at least one

1 year and shall be terminable at will by the charter school  
2 governing board.

3 Section 12. This act shall become effective  
4 immediately following its passage and approval by the  
5 Governor, or its otherwise becoming law.