



House Education Policy Reported Substitute for  
**HB122**

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## AN ACT

9 Relating to the Teacher Excellence and Accountability  
0 for Mathematics and Science (TEAMS) Salary Schedule Program;  
1 to amend Section 16-13-334, Code of Alabama 1975, to provide  
2 that a participating teacher with over 20 years of service  
3 that satisfies the advanced contract criteria may be offered a  
4 contract for up to five years in lieu of requiring that the  
5 teacher be offered a five-year contract; and to make  
6 conforming changes to hierarchy units.

17 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

18                   Section 1. Section 16-13-334 of the Code of Alabama  
19   1975, is amended to read as follows:

20 "§16-13-334

24 (b) ~~1.~~ (1) A participating teacher not meeting the  
25 criteria for an advanced contract as provided in subsection  
26 (c) shall be offered a preliminary contract if this is his or  
27 her initial contract in the TEAMS program. The preliminary  
28 one-year contract may be extended from year to year for a



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29 maximum of three total years until the teacher qualifies for  
 30 an advanced contract which may be up to three years as  
 31 provided by this section, or is nonrenewed or terminated under  
 32 this article. Each preliminary contract shall include a  
 33 provision to ensure a participating teacher's adequate  
 34 progress toward advanced contract qualification.

35 2. (2) Notwithstanding ~~subparagraph 1.~~ subdivision (1),  
 36 a participating teacher with insufficient experience to obtain  
 37 the specialized certification or credential provided by  
 38 subsection (c) may have his or her preliminary contract  
 39 extended from year to year for a maximum of six total years.

40 3. (3) Subject to limited waivers approved by the  
 41 department, a participating teacher shall only be eligible for  
 42 preliminary contracts for his or her maximum period of three  
 43 or six years. A superintendent, on behalf of a participating  
 44 teacher, may request additional program opt-in waivers for the  
 45 teacher's failure to timely qualify for an advanced contract  
 46 due to limited status exemptions approved by the department,  
 47 including but not limited to health conditions, family  
 48 emergency, or change in county of residence.

49 (c) To be eligible for an advanced contract, of up to  
 50 three years, a participating teacher shall hold a valid  
 51 specialized certification or credential provided by subsection  
 52 (d).

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

56 1. (1) The National Institute for STEM Education.



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57           2. (2) The National Board of Professional Teacher  
58       Standards - Early Adolescence or Early Adolescence and Young  
59       Adulthood Math or Science.

60           3. (3) The department.

61           4. (4) Any other criteria established by the department.

62           (e) ~~A participating teacher with over 20 years of service that satisfies the advanced contract criteria shall be offered a contract for a period of five years. Beginning October 1, 2026, no contract shall be executed pursuant to this section for a term longer than provided in (b) or (c); provided however, any contract executed pursuant to this section before October, 1 2026 shall be not terminated due to this provision.~~

70           (f) Each contract shall require a participating teacher  
71       to complete at least four days of annual high quality  
72       professional development administered, sponsored, or approved  
73       by the department.

74           (g) Any provision of law to the contrary  
75       notwithstanding, individuals employed in this program shall be  
76       employed by a local board utilizing contracts as provided by  
77       this article.

78           4. (1) Any teacher who has attained continuing service  
79       status with his or her local board, and elects participation  
80       in the program under the same local board, shall be deemed to  
81       have voluntarily relinquished his or her status and  
82       protections under the Students First Act of 2011, Chapter 24C.

83           2. (2) Notwithstanding ~~subparagraph 1.~~ subdivision (1),  
84       any teacher who has attained continuing service status with



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85 his or her local board as of June 30, 2021, and elects  
86 participation in the program under the same local board and  
87 maintains adequate progress toward the advanced contract  
88 qualifications, but fails to obtain the credential or  
89 certification, shall have one-time reversion rights to the  
90 previous service status at the end of his or her preliminary  
91 contract period or periods.

92 3. (3) Nothing in this article shall be construed to  
93 confer continuing service status on any participating teacher.  
94 The contract term for a participating teacher shall not count  
95 toward accrual of continuing service status."

96 Section 2. This act shall become effective on October  
97 1, 2026.