



**House Education Policy Reported Substitute for
HB122**

A BILL

TO BE ENTITLED

AN ACT

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

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

"§16-13-334

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

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



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

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

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

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

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

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



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

~~3.~~ (3) The department.

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

(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.

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

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

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

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



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

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

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