

HB122 ENGROSSED



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



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5 A BILL
6 TO BE ENTITLED
7 AN ACT

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



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.~~



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~~
63 ~~service that satisfies the advanced contract criteria shall be~~
64 ~~offered a contract for a period of five years. Beginning~~
65 October 1, 2026, no contract shall be executed pursuant to
66 this section for a term longer than provided in (b) or (c);
67 provided however, any contract executed pursuant to this
68 section before October, 1 2026 shall be not terminated due to
69 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 1. (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



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.



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House of Representatives

101 Read for the first time and referred 13-Jan-26
102 to the House of Representatives
103 committee on Education Policy
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105 Read for the second time and placed 21-Jan-26
106 on the calendar:
107 1 amendment
108
109 Read for the third time and passed 29-Jan-26
110 as amended
111 Yeas 96
112 Nays 0
113 Abstains 5
114
115
116 John Treadwell
117 Clerk
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