

HB122 ENROLLED



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



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1 Enrolled, An Act,

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

11 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

14 "§16-13-334

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

18 (b) ~~1.~~ (1) A participating teacher not meeting the
19 criteria for an advanced contract as provided in subsection
20 (c) shall be offered a preliminary contract if this is his or
21 her initial contract in the TEAMS program. The preliminary
22 one-year contract may be extended from year to year for a
23 maximum of three total years until the teacher qualifies for
24 an advanced contract which may be up to three years as
25 provided by this section, or is nonrenewed or terminated under
26 this article. Each preliminary contract shall include a
27 provision to ensure a participating teacher's adequate
28 progress toward advanced contract qualification.



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29 ~~2.~~(2) Notwithstanding ~~subparagraph 1.~~ subdivision (1),
30 a participating teacher with insufficient experience to obtain
31 the specialized certification or credential provided by
32 subsection (c) may have his or her preliminary contract
33 extended from year to year for a maximum of six total years.

34 ~~3.~~(3) Subject to limited waivers approved by the
35 department, a participating teacher shall only be eligible for
36 preliminary contracts for his or her maximum period of three
37 or six years. A superintendent, on behalf of a participating
38 teacher, may request additional program opt-in waivers for the
39 teacher's failure to timely qualify for an advanced contract
40 due to limited status exemptions approved by the department,
41 including, but not limited to, health conditions, family
42 emergency, or change in county of residence.

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

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

50 ~~1.~~(1) The National Institute for STEM Education.

51 ~~2.~~(2) The National Board of Professional Teacher
52 Standards - Early Adolescence or Early Adolescence and Young
53 Adulthood Math or Science.

54 ~~3.~~(3) The department.

55 ~~4.~~(4) Any other criteria established by the department.

56 (e) ~~A participating teacher with over 20 years of~~



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57 ~~service that satisfies the advanced contract criteria shall be~~
58 ~~offered a contract for a period of five years.~~Beginning
59 October 1, 2026, no contract shall be executed pursuant to
60 this section for a term longer than provided in (b) or (c);
61 provided however, any contract executed pursuant to this
62 section before October, 1 2026 shall be not terminated due to
63 this provision.

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

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

72 ~~1.~~(1) Any teacher who has attained continuing service
73 status with his or her local board, and elects participation
74 in the program under the same local board, shall be deemed to
75 have voluntarily relinquished his or her status and
76 protections under the Students First Act of 2011, Chapter 24C.

77 ~~2.~~(2) Notwithstanding ~~subparagraph 1.~~ subdivision (1),
78 any teacher who has attained continuing service status with
79 his or her local board as of June 30, 2021, and elects
80 participation in the program under the same local board and
81 maintains adequate progress toward the advanced contract
82 qualifications, but fails to obtain the credential or
83 certification, shall have one-time reversion rights to the
84 previous service status at the end of his or her preliminary



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85 contract period or periods.

86 ~~3.~~(3) Nothing in this article shall be construed to
87 confer continuing service status on any participating teacher.
88 The contract term for a participating teacher shall not count
89 toward accrual of continuing service status."

90 Section 2. This act shall become effective on October
91 1, 2026.

