

House File 2630 - Reprinted

HOUSE FILE 2630

BY COMMITTEE ON APPROPRIATIONS

(SUCCESSOR TO HF 2611)

(SUCCESSOR TO HSB 714)

(As Amended and Passed by the House March 7, 2024)

A BILL FOR

1 An Act relating to teacher and education support professional
2 compensation, including teacher salary supplement cost
3 per pupil calculations, teacher minimum starting salary
4 requirements, Iowa public employees' retirement system bona
5 fide retirement requirements, and school district budget
6 statement reporting, making appropriations, and including
7 effective date provisions.

8 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 97B.52A, subsection 1, paragraph c,
2 subparagraph (2), Code 2024, is amended by adding the following
3 new subparagraph division:

4 NEW SUBPARAGRAPH DIVISION. (d) For a member whose first
5 month of entitlement is July 2024 or later, but before July
6 2027, the member may return to covered employment as a teacher
7 for a covered employer after receiving one month of retirement
8 benefits. For the purposes of this subparagraph division,
9 "teacher" means a teacher licensed under chapter 256.

10 Sec. 2. Section 257.10, subsection 9, paragraphs a and d,
11 Code 2024, are amended to read as follows:

12 a. (1) For the budget year beginning July 1, 2009, the
13 department of management shall add together the teacher
14 compensation allocation made to each district for the fiscal
15 year beginning July 1, 2008, pursuant to section 284.13,
16 subsection 1, paragraph "h", Code 2009, and the phase II
17 allocation made to each district for the fiscal year beginning
18 July 1, 2008, pursuant to [section 294A.9, Code 2009](#), and divide
19 that sum by the district's budget enrollment in the fiscal
20 year beginning July 1, 2009, to determine the teacher salary
21 supplement district cost per pupil. For the budget year
22 beginning July 1, 2010, and succeeding budget years beginning
23 before July 1, 2024, the teacher salary supplement district
24 cost per pupil for each school district for a budget year
25 is the teacher salary supplement program district cost per
26 pupil for the base year plus the teacher salary supplement
27 supplemental state aid amount for the budget year.

28 (2) (a) For the budget year beginning July 1, 2024, the
29 department of management shall calculate for each school
30 district a teacher salary supplement district cost per pupil
31 amount based on the sum of the following:

32 (i) An amount necessary to allow the school district to
33 provide a minimum teacher starting salary of forty-seven
34 thousand five hundred dollars in accordance with the
35 requirements of chapter 284, including costs associated with

1 the employer's share of contributions to the Iowa public
2 employees' retirement system and the employer's share of the
3 tax imposed by the federal Insurance Contributions Act.

4 (ii) An amount necessary to allow the school district
5 to provide an hourly wage of fifteen dollars per hour for
6 education support personnel, including costs associated with
7 the employer's share of contributions to the Iowa public
8 employees' retirement system and the employer's share of
9 the tax imposed by the federal Insurance Contributions Act.
10 However, if the amount calculated under this subparagraph
11 subdivision for all school districts exceeds fourteen million
12 dollars, the department of management shall proportionally
13 reduce the amount calculated for school districts, based on the
14 original calculation, so that the total amount calculated for
15 all school districts is fourteen million dollars.

16 (iii) To supplement teacher salaries and the wages of
17 education support personnel in a manner that promotes quality
18 teaching and rewards experience, twenty-two million dollars
19 multiplied by the quotient of the school district's budget
20 enrollment for the budget year beginning July 1, 2023, and
21 ending June 30, 2024, divided by the statewide total budget
22 enrollment for the budget year beginning July 1, 2023, and
23 ending June 30, 2024.

24 (b) For the budget year beginning July 1, 2025, the
25 department of management shall calculate for each school
26 district a teacher salary supplement district cost per pupil
27 amount based on the sum of the following:

28 (i) An amount necessary to allow the school district to
29 provide a minimum teacher starting salary of fifty thousand
30 dollars in accordance with the requirements of chapter 284,
31 including costs associated with the employer's share of
32 contributions to the Iowa public employees' retirement system
33 and the employer's share of the tax imposed by the federal
34 Insurance Contributions Act.

35 (ii) To allow each school district to provide an hourly wage

1 of fifteen dollars per hour to education support personnel, the
2 amount calculated for the base year under subparagraph division
3 (a), subparagraph subdivision (ii), after the reduction if
4 applicable, plus the product of that same amount multiplied
5 by the categorical percent of growth under section 257.8,
6 subsection 2, for the budget year.

7 (iii) To supplement teacher salaries and the wages of
8 education support personnel in a manner that promotes quality
9 teaching and rewards experience, the amount calculated for
10 the base year under subparagraph division (a), subparagraph
11 subdivision (iii), plus the product of that same amount
12 multiplied by the categorical percent of growth under section
13 257.8, subsection 2, for the budget year.

14 (c) For the budget year beginning July 1, 2026, and
15 succeeding budget years, the teacher salary supplement district
16 cost per pupil for each school district for a budget year is
17 equal to the sum of the following:

18 (i) To allow the school district to provide minimum teacher
19 starting salaries in accordance with the requirements of
20 chapter 284, for the budget year beginning July 1, 2026, the
21 amount calculated for the base year under subparagraph division
22 (b), subparagraph subdivision (i), plus the product of that
23 same amount multiplied by the categorical percent of growth
24 under section 257.8, subsection 2, for the budget year. For
25 the budget year beginning July 1, 2027, and succeeding budget
26 years, the amount calculated for the base year under this
27 subparagraph subdivision, plus the product of that same amount
28 multiplied by the categorical percent of growth under section
29 257.8, subsection 2, for the budget year.

30 (ii) To allow each school district to provide an hourly wage
31 of fifteen dollars per hour to education support personnel, for
32 the budget year beginning July 1, 2026, the amount calculated
33 for the base year under subparagraph division (b), subparagraph
34 subdivision (ii), plus the product of that same amount
35 multiplied by the categorical percent of growth under section

1 257.8, subsection 2, for the budget year. For the budget
 2 year beginning July 1, 2027, and succeeding budget years, the
 3 amount calculated for the base year under this subparagraph
 4 subdivision, plus the product of that same amount multiplied
 5 by the categorical percent of growth under section 257.8,
 6 subsection 2, for the budget year.

7 (iii) To supplement teacher salaries and the wages of
 8 education support personnel in a manner that promotes quality
 9 teaching and rewards experience, for the budget year beginning
 10 July 1, 2026, the amount calculated for the base year under
 11 subparagraph division (b), subparagraph subdivision (iii), plus
 12 the product of that same amount multiplied by the categorical
 13 percent of growth under section 257.8, subsection 2, for the
 14 budget year. For the budget year beginning July 1, 2027, and
 15 succeeding budget years, the amount calculated for the base
 16 year under this subparagraph subdivision, plus the product
 17 of that same amount multiplied by the categorical percent of
 18 growth under section 257.8, subsection 2, for the budget year.

19 d. For the budget year beginning July 1, 2010, and
 20 succeeding budget years, the use of the funds calculated
 21 under this subsection or available for use as provided in
 22 subsection 10, paragraph "d", subsection 12, paragraph "d", or
 23 section 257.46, subsection 3, shall be distributed to teachers
 24 pursuant to section 284.3A and shall comply in compliance with
 25 the requirements of chapter 284 related to such distribution
 26 under section 284.3A and shall be distributed to teachers and
 27 education support personnel as described in paragraph "a".

28 Sec. 3. Section 257.10, subsection 9, Code 2024, is amended
 29 by adding the following new paragraph:

30 NEW PARAGRAPH. e. For purposes of this subsection,
 31 "education support personnel" means regular and part-time
 32 employees of a school district who are not salaried.

33 Sec. 4. Section 257.10, subsection 12, paragraph d, Code
 34 2024, is amended to read as follows:

35 d. Except as otherwise allowed under this paragraph, for

1 the budget year beginning July 1, 2014, and succeeding budget
2 years, the use of the funds calculated under [this subsection](#)
3 shall comply with the requirements of [chapter 284](#) and shall
4 be distributed to teachers pursuant to [section 284.15](#). The
5 funds shall be used only to increase the payment for a teacher
6 assigned to a leadership role pursuant to a framework or
7 comparable system approved pursuant to [section 284.15](#); to
8 increase the percentages of teachers assigned to leadership
9 roles; to increase the minimum teacher starting salary to
10 ~~thirty-three thousand five hundred dollars~~ the amount described
11 in section 284.15, subsection 2, paragraph "a", subparagraph
12 (1); to cover the costs for the time mentor and lead teachers
13 are not providing instruction to students in a classroom;
14 for coverage of a classroom when an initial or career
15 teacher is observing or co-teaching with a teacher assigned
16 to a leadership role; for professional development time to
17 learn best practices associated with the career pathways
18 leadership process; and for other costs associated with a
19 framework or comparable system approved by the department of
20 education under [section 284.15](#) with the goals of improving
21 instruction and elevating the quality of teaching and student
22 learning. If all requirements for the school district for
23 the use of funds calculated under [this subsection](#) are met
24 and funds received under [this subsection](#) remain unexpended
25 and unobligated at the end of a fiscal year beginning on or
26 after July 1, 2020, the school district may transfer all or a
27 portion of such unexpended and unobligated funds for deposit
28 in the school district's flexibility account established
29 under [section 298A.2, subsection 2](#). At the end of a fiscal
30 year beginning on or after July 1, 2022, school districts may
31 use all or a portion of funds under [this subsection](#) for the
32 purposes authorized under [subsection 9](#), paragraph "d", and,
33 notwithstanding any provision of law to the contrary, school
34 districts shall not be required to participate in or comply
35 with [section 284.15](#) in order to continue to receive funding

1 under this subsection.

2 Sec. 5. Section 284.15, subsection 2, paragraph a,
3 subparagraph (1), Code 2024, is amended to read as follows:

4 (1) (a) The For the fiscal year beginning July 1, 2024, the
5 salary for an initial teacher who has successfully completed an
6 approved practitioner preparation program as defined in section
7 256.145 or holds an initial or intern teacher license issued
8 under chapter 256, subchapter VII, part 3, shall be at least
9 ~~thirty-three~~ forty-seven thousand five hundred dollars, which
10 shall also constitute the minimum salary for an Iowa teacher.

11 (b) For the fiscal year beginning July 1, 2025, and each
12 subsequent fiscal year, the salary for an initial teacher who
13 has successfully completed an approved practitioner preparation
14 program as defined in section 256.145 or holds an initial or
15 intern teacher license issued under chapter 256, subchapter
16 VII, part 3, shall be at least fifty thousand dollars, which
17 shall also constitute the minimum salary for an Iowa teacher.

18 Sec. 6. Section 284.16, subsection 1, paragraph a,
19 unnumbered paragraph 1, Code 2024, is amended to read as
20 follows:

21 The For the fiscal year beginning July 1, 2024, the beginning
22 teacher shall be paid not less than ~~thirty-three~~ forty-seven
23 thousand five hundred dollars ~~and~~. For the fiscal year
24 beginning July 1, 2025, and each subsequent fiscal year, the
25 beginning teacher shall be paid not less than fifty thousand
26 dollars. Each beginning teacher shall meet the following
27 requirements:

28 Sec. 7. Section 284.17, subsection 1, Code 2024, is amended
29 to read as follows:

30 1. a. A For the fiscal year beginning July 1, 2024, the
31 minimum salary of ~~thirty-three~~ forty-seven thousand five
32 hundred dollars for a full-time teacher.

33 b. For the fiscal year beginning July 1, 2025, and each
34 subsequent fiscal year, the minimum salary of fifty thousand
35 dollars for a full-time teacher.

1 Sec. 8. SCHOOL DISTRICT BUDGET STATEMENTS — FISCAL YEAR
2 BEGINNING JULY 1, 2024.

3 1. Notwithstanding section 24.2A, subsection 2, paragraph
4 "a", each school district shall file with the department of
5 management a report containing all necessary information for
6 the department of management to compile and calculate amounts
7 required to be included in the statements for the budget year
8 beginning July 1, 2024, mailed under section 24.2A, subsection
9 2, paragraph "b", no later than thirty calendar days after the
10 effective date of 2024 Iowa Acts, House File 2613, or successor
11 legislation, if enacted.

12 2. Notwithstanding section 24.2A, subsection 2, paragraph
13 "b", each county auditor, using information received under
14 subsection 1, shall send to each property owner or taxpayer
15 within the county by regular mail an individual statement
16 containing all of the information required by section
17 24.2A, subsection 2, paragraph "b", for each school district
18 comprising the owner's or taxpayer's taxing district no later
19 than thirty-five calendar days after the effective date of
20 2024 Iowa Acts, House File 2613, or successor legislation, if
21 enacted.

22 Sec. 9. EFFECTIVE DATE. This Act, being deemed of immediate
23 importance, takes effect upon enactment.