

Commission on Educator Leadership and Compensation

December 15, 2023

LEGISLATIVE AUTHORITY

The Iowa Department of Education (Department) is tasked with convening and providing administrative support for the Commission on Educator Leadership and Compensation. Per Iowa Code section 284.15, subsection 12:

By December 15 annually, the commission shall submit its findings and any recommendations, including but not limited to any recommendations for changes to the framework established in subsections 1 and 2, and the comparable systems set forth in sections 284.16 and 284.17, and for changes to section 284.11 relating to state supplemental assistance to high-need schools, in a report to the director, the state board, the governor, and the general assembly

STATUTORY CHANGES

House File 68 (HF 68), signed into law on Jan. 24, 2023, was effective upon enactment. The law provides several [options](#) for how school districts can use TLC program funds under Iowa Code section 257.10(12), including using TLC program funds to for teacher salaries, a combination of teacher salaries and TLC processes, or only TLC processes.

In addition, districts are no longer required to submit a year-end report to the Department.

Districts may choose to file a TLC plan with the Department. Plans submitted to the Department are posted to the Department's [website](#).

TEACHER LEADERSHIP AND COMPENSATION SYSTEM

Iowa's Teacher Leadership and Compensation (TLC) System is designed to support school improvement efforts by rewarding effective teachers with leadership opportunities and increased pay, attracting promising new teachers with competitive starting salaries and more support and fostering greater collaboration for all teachers to learn from each other.

Through the TLC system, teacher leaders take on additional responsibilities such as supporting colleagues, analyzing data, assisting with instructional strategies both in-person and online, coaching and co-teaching, technology integration and induction of new staff.

The following goals were established for the TLC system:

- Attract able and promising new-to-the-profession teachers by offering competitive starting salaries as well as short-term and long-term professional development and leadership opportunities. Retain effective career teachers by providing enhanced career opportunities.
- Promote collaboration by developing and supporting opportunities in school districts and buildings statewide for teachers to learn from each other.
- Reward professional growth and effective teachers by providing pathways for career opportunities that come with increased responsibilities and compensation.
- Improve student achievement by strengthening instruction.

In fiscal year (FY) 2023, a total of \$173,959,100 went to school districts to support allowable uses specified in statute. This equates to a per pupil amount of \$357.80.

RECOMMENDATIONS

The Commission for Educator Leadership and Compensation is required to provide recommendations annually to the Director of the Department of Education, the state board of education, the governor and the general assembly. The Commission was last convened in February 2023 to review House File 68 and discuss next steps for the TLC system. No recommendations were considered or adopted by the Commission.

COMMISSION MEMBERS

- Deb Barry, Teacher, Linn-Mar
- Lisa Bartusek, Iowa Association of School Boards, Des Moines
- Mike Beranek, Teacher, West Des Moines
- Elizabeth Brennan, Iowa Association of School Boards, West Des Moines
- Janelle Brouwer, Superintendent, Marion
- Mary Jane Cobb, Iowa State Education Association, Des Moines
- Kevin Ericson, Teacher, Nevada
- Paul Gausman, Superintendent, Sioux City
- Jim Green, Iowa Association of School Boards, Cedar Rapids
- Jeff Herzberg, AEA Administrator, Pocahontas
- Roark Horn, School Administrators of Iowa, Clive
- Tara Irwin, Parent, Dewitt
- McKenzie Snow*, Director, Iowa Department of Education, Des Moines
- Jeff Orvis, Teacher, Waverly-Shell Rock
- Catherine Parmerlee, Teacher, Ankeny
- Diane Pratt, Teacher, Fort Dodge
- Zipporah Smith, Teacher, Des Moines
- Matt Townsley, University of Northern Iowa, Cedar Falls
- Vacant, Iowa Association of School Boards
- Doug Wheeler, Superintendent, Cedar Rapids

**Non-voting member*