

House File 2630 - Introduced

HOUSE FILE 2630
BY COMMITTEE ON APPROPRIATIONS

(SUCCESSOR TO HF 2611)
(SUCCESSOR TO HSB 714)

A BILL FOR

1 An Act relating to school funding, including the teacher salary
2 supplement cost per pupil and teacher and education support
3 professional compensation, and making appropriations.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 257.10, subsection 9, paragraphs a and d,
2 Code 2024, are amended to read as follows:

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

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

23 (i) An amount necessary to allow the school district to
24 provide a minimum teacher starting salary of forty-seven
25 thousand five hundred dollars in accordance with the
26 requirements of chapter 284, including costs associated with
27 the employer's share of contributions to the Iowa public
28 employees' retirement system and the employer's share of the
29 tax imposed by the federal Insurance Contributions Act.

30 (ii) An amount necessary to allow the school district
31 to provide an hourly wage of fifteen dollars per hour for
32 education support personnel, including costs associated with
33 the employer's share of contributions to the Iowa public
34 employees' retirement system and the employer's share of
35 the tax imposed by the federal Insurance Contributions Act.

1 However, if the amount calculated under this subparagraph
2 subdivision for all school districts exceeds fourteen million
3 dollars, the department of management shall proportionally
4 reduce the amount calculated for school districts, based on the
5 original calculation, so that the total amount calculated for
6 all school districts is fourteen million dollars.

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, twenty-two million dollars
10 multiplied by the quotient of the school district's budget
11 enrollment for the budget year beginning July 1, 2023, and
12 ending June 30, 2024, divided by the statewide total budget
13 enrollment for the budget year beginning July 1, 2023, and
14 ending June 30, 2024.

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

19 (i) An amount necessary to allow the school district to
20 provide a minimum teacher starting salary of fifty thousand
21 dollars in accordance with the requirements of chapter 284,
22 including costs associated with the employer's share of
23 contributions to the Iowa public employees' retirement system
24 and the employer's share of the tax imposed by the federal
25 Insurance Contributions Act.

26 (ii) To allow each school district to provide an hourly wage
27 of fifteen dollars per hour to education support personnel, the
28 amount calculated for the base year under subparagraph division
29 (a), subparagraph subdivision (ii), after the reduction if
30 applicable, plus the product of that same amount multiplied
31 by the categorical percent of growth under section 257.8,
32 subsection 2, for the budget year.

33 (iii) To supplement teacher salaries and the wages of
34 education support personnel in a manner that promotes quality
35 teaching and rewards experience, the amount calculated for

1 the base year under subparagraph division (a), subparagraph
2 subdivision (iii), plus the product of that same amount
3 multiplied by the categorical percent of growth under section
4 257.8, subsection 2, for the budget year.

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

9 (i) To allow the school district to provide minimum teacher
10 starting salaries in accordance with the requirements of
11 chapter 284, for the budget year beginning July 1, 2026, the
12 amount calculated for the base year under subparagraph division
13 (b), subparagraph subdivision (i), plus the product of that
14 same amount multiplied by the categorical percent of growth
15 under section 257.8, subsection 2, for the budget year. For
16 the budget year beginning July 1, 2027, and succeeding budget
17 years, the amount calculated for the base year under this
18 subparagraph subdivision, plus the product of that same amount
19 multiplied by the categorical percent of growth under section
20 257.8, subsection 2, for the budget year.

21 (ii) To allow each school district to provide an hourly wage
22 of fifteen dollars per hour to education support personnel, for
23 the budget year beginning July 1, 2026, the amount calculated
24 for the base year under subparagraph division (b), subparagraph
25 subdivision (ii), plus the product of that same amount
26 multiplied by the categorical percent of growth under section
27 257.8, subsection 2, for the budget year. For the budget
28 year beginning July 1, 2027, and succeeding budget years, the
29 amount calculated for the base year under this subparagraph
30 subdivision, plus the product of that same amount multiplied
31 by the categorical percent of growth under section 257.8,
32 subsection 2, for the budget year.

33 (iii) To supplement teacher salaries and the wages of
34 education support personnel in a manner that promotes quality
35 teaching and rewards experience, for the budget year beginning

1 July 1, 2026, the amount calculated for the base year under
2 subparagraph division (b), subparagraph subdivision (iii), plus
3 the product of that same amount multiplied by the categorical
4 percent of growth under section 257.8, subsection 2, for the
5 budget year. For the budget year beginning July 1, 2027, and
6 succeeding budget years, the amount calculated for the base
7 year under this subparagraph subdivision, plus the product
8 of that same amount multiplied by the categorical percent of
9 growth under section 257.8, subsection 2, for the budget year.

10 *d.* For the budget year beginning July 1, 2010, and
11 succeeding budget years, the use of the funds calculated
12 under [this subsection](#) or available for use as provided in
13 subsection 10, paragraph "d", [subsection 12](#), paragraph "d", or
14 section 257.46, subsection 3, shall be distributed to teachers
15 pursuant to [section 284.3A](#) and shall comply in compliance with
16 the requirements of [chapter 284](#) related to such distribution
17 under section 284.3A and shall be distributed to teachers and
18 education support personnel as described in paragraph "a".

19 Sec. 2. Section 257.10, subsection 9, Code 2024, is amended
20 by adding the following new paragraph:

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

24 Sec. 3. Section 257.10, subsection 12, paragraph d, Code
25 2024, is amended to read as follows:

26 *d.* Except as otherwise allowed under this paragraph, for
27 the budget year beginning July 1, 2014, and succeeding budget
28 years, the use of the funds calculated under [this subsection](#)
29 shall comply with the requirements of [chapter 284](#) and shall
30 be distributed to teachers pursuant to [section 284.15](#). The
31 funds shall be used only to increase the payment for a teacher
32 assigned to a leadership role pursuant to a framework or
33 comparable system approved pursuant to [section 284.15](#); to
34 increase the percentages of teachers assigned to leadership
35 roles; to increase the minimum teacher starting salary to

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

28 Sec. 4. Section 284.15, subsection 2, paragraph a,
 29 subparagraph (1), Code 2024, is amended to read as follows:

30 (1) (a) The For the fiscal year beginning July 1, 2024, the
 31 salary for an initial teacher who has successfully completed an
 32 approved practitioner preparation program as defined in section
 33 256.145 or holds an initial or intern teacher license issued
 34 under [chapter 256, subchapter VII, part 3](#), shall be at least
 35 ~~thirty-three~~ forty-seven thousand five hundred dollars, which

1 shall also constitute the minimum salary for an Iowa teacher.

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

9 Sec. 5. Section 284.16, subsection 1, paragraph a,
10 unnumbered paragraph 1, Code 2024, is amended to read as
11 follows:

12 ~~The~~ For the fiscal year beginning July 1, 2024, the beginning
13 teacher shall be paid not less than ~~thirty-three~~ forty-seven
14 thousand five hundred dollars and. For the fiscal year
15 beginning July 1, 2025, and each subsequent fiscal year, the
16 beginning teacher shall be paid not less than fifty thousand
17 dollars. Each beginning teacher shall meet the following
18 requirements:

19 Sec. 6. Section 284.17, subsection 1, Code 2024, is amended
20 to read as follows:

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

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

27 EXPLANATION

28 The inclusion of this explanation does not constitute agreement with
29 the explanation's substance by the members of the general assembly.

30 This bill relates to school funding, including the teacher
31 salary supplement cost per pupil and teacher and education
32 support professional compensation.

33 Currently, Code chapter 284 (teacher compensation) provides
34 that the minimum annual salary for an initial teacher who has
35 successfully completed an approved practitioner preparation

1 program or holds an initial or intern teacher license issued
2 by the board of educational examiners (BOEE) shall be at least
3 \$33,500. For the 2024-2025 school year, the bill increases the
4 minimum teacher starting salary to \$47,500. For school years
5 beginning on or after July 1, 2026, the bill increases the
6 minimum teacher starting salary to \$50,000.

7 The bill defines "education support personnel" as regular
8 and part-time employees of a school district who are not
9 salaried.

10 For the budget year beginning July 1, 2024, the department of
11 management must calculate a teacher salary supplement district
12 cost per pupil in an amount equal to the sum of the amount
13 necessary to allow the school district to provide the minimum
14 starting teacher salary, the amount necessary, not to exceed
15 \$14 million in the aggregate among all school districts, to
16 allow each school district to provide a minimum education
17 support personnel (ESP) wage of \$15 per hour including costs
18 associated with the employer's share of contributions to the
19 Iowa public employees' retirement system and the employer's
20 share of the tax imposed by the federal Insurance Contributions
21 Act, and \$22 million to supplement teacher salaries and ESP
22 wages in a manner that promotes quality teaching and rewards
23 experience that will be divided based on each school district's
24 percentage of the statewide total budget enrollment for
25 the budget year beginning July 1, 2023, and ending June 30,
26 2024. The bill requires similar calculations in the budget
27 year beginning July 1, 2025, to account for the increase in
28 the minimum annual teacher salary. The bill also provides
29 that the amount calculated related to ESP wage increases and
30 quality teaching and experience reward supplements shall grow
31 by the categorical state percent of growth. For budget years
32 beginning on or after July 1, 2026, the amounts for teacher
33 minimum salaries, ESP wage increases, and quality teaching and
34 experience reward supplements shall all grow by the categorical
35 state percent of growth.

H.F. 2630

1 The bill makes conforming changes.