

Senate File 2312 - Introduced

SENATE FILE 2312

BY DONAHUE

A BILL FOR

1 An Act relating to the amount of compensation paid to school
2 district employees, including by establishing an educator
3 supplement for all fund to be administered by the department
4 of education, and modifying the amount of compensation paid
5 to teachers, certain employees with a license, endorsement,
6 certification, authorization, or statement of recognition
7 issued by the board of educational examiners, and teaching
8 assistants, and making appropriations.

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

1 Section 1. NEW SECTION. 256.20 Educator supplement for all
2 fund — teacher and staff pay — appropriation.

3 1. *a.* An educator supplement for all fund is established
4 in the state treasury. The fund shall be administered by
5 the department and shall consist of moneys appropriated by
6 the general assembly and any other moneys received by the
7 department for deposit in the fund. The moneys in the fund are
8 appropriated and made available to the department to be used
9 for meeting the requirements of this section.

10 *b.* The department shall distribute moneys from the fund
11 to school districts established pursuant to chapter 274 in
12 amounts necessary to ensure that school districts compensate
13 employees and teachers in accordance with this section, section
14 284.15, subsection 2, paragraph "a", subparagraph (1), section
15 284.16, subsection 1, paragraph "a", unnumbered paragraph 1,
16 and section 284.17, subsection 1.

17 *c.* For the fiscal year beginning July 1, 2024, and for each
18 succeeding fiscal year, there is appropriated from the general
19 fund of the state to the educator supplement for all fund the
20 amount necessary to make all distributions required under
21 paragraph "b" for the fiscal year.

22 2. *a.* (1) Subject to paragraph "b", each school district
23 shall pay to each employee with a license, endorsement,
24 certification, authorization, or statement of recognition
25 issued by the board of educational examiners who has been
26 employed by the school district for at least one year, and who
27 has completed all periods of conditional employment with the
28 school district, five thousand dollars each year in addition
29 to the employee's base salary.

30 (2) Subparagraph (1) shall not require a school district to
31 pay any amounts in addition to an employee's base salary if the
32 employee holds an administrator license issued by the board of
33 educational examiners and is employed by the school district in
34 an administrative role.

35 *b.* Each school district shall pay to each employee who

1 serves as a teaching assistant an amount equal to ten percent
2 of the employee's current annual salary each year in addition
3 to the employee's base salary.

4 c. If an employee qualifies for a payment from a school
5 district under paragraph "a" and paragraph "b", the school
6 district shall pay the employee the greater of the amount
7 required under paragraph "a" or paragraph "b", but not both.

8 3. Each school district shall apply to the department for a
9 distribution of moneys pursuant to this section.

10 Sec. 2. Section 257.10, subsection 12, paragraph d, Code
11 2024, is amended to read as follows:

12 d. Except as otherwise allowed under this paragraph, for
13 the budget year beginning July 1, 2014, and succeeding budget
14 years, the use of the funds calculated under [this subsection](#)
15 shall comply with the requirements of [chapter 284](#) and shall
16 be distributed to teachers pursuant to [section 284.15](#). The
17 funds shall be used only to increase the payment for a teacher
18 assigned to a leadership role pursuant to a framework or
19 comparable system approved pursuant to [section 284.15](#); to
20 increase the percentages of teachers assigned to leadership
21 roles; to increase the minimum teacher starting salary to
22 ~~thirty-three thousand five hundred dollars~~ the amount provided
23 in section 284.15, subsection 2, paragraph "a", subparagraph
24 (1); to cover the costs for the time mentor and lead teachers
25 are not providing instruction to students in a classroom;
26 for coverage of a classroom when an initial or career
27 teacher is observing or co-teaching with a teacher assigned
28 to a leadership role; for professional development time to
29 learn best practices associated with the career pathways
30 leadership process; and for other costs associated with a
31 framework or comparable system approved by the department of
32 education under [section 284.15](#) with the goals of improving
33 instruction and elevating the quality of teaching and student
34 learning. If all requirements for the school district for
35 the use of funds calculated under [this subsection](#) are met

1 and funds received under [this subsection](#) remain unexpended
2 and unobligated at the end of a fiscal year beginning on or
3 after July 1, 2020, the school district may transfer all or a
4 portion of such unexpended and unobligated funds for deposit
5 in the school district's flexibility account established
6 under [section 298A.2, subsection 2](#). At the end of a fiscal
7 year beginning on or after July 1, 2022, school districts may
8 use all or a portion of funds under [this subsection](#) for the
9 purposes authorized under [subsection 9, paragraph "d"](#), and,
10 notwithstanding any provision of law to the contrary, school
11 districts shall not be required to participate in or comply
12 with [section 284.15](#) in order to continue to receive funding
13 under [this subsection](#).

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

16 (1) ~~The~~ For the fiscal year beginning July 1, 2024, and
17 for each subsequent fiscal year, the salary for an initial
18 teacher who has successfully completed an approved practitioner
19 preparation program as defined in [section 256.145](#) or holds
20 an initial or intern teacher license issued under chapter
21 256, subchapter VII, part 3, shall be at least ~~thirty-three~~
22 ~~thousand five hundred~~ fifty thousand dollars, which shall also
23 constitute the minimum salary for an Iowa teacher.

24 Sec. 4. Section 284.16, subsection 1, paragraph a,
25 unnumbered paragraph 1, Code 2024, is amended to read as
26 follows:

27 ~~The~~ For the fiscal year beginning July 1, 2024, and for each
28 subsequent fiscal year, the beginning teacher shall be paid not
29 less than ~~thirty-three thousand five hundred~~ fifty thousand
30 dollars and shall meet the following requirements:

31 Sec. 5. Section 284.17, subsection 1, Code 2024, is amended
32 to read as follows:

33 1. ~~A~~ For the fiscal year beginning July 1, 2024, and for
34 each subsequent fiscal year, the minimum salary of ~~thirty-three~~
35 ~~thousand five hundred~~ fifty thousand dollars for a full-time

1 teacher.

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EXPLANATION

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

5 This bill relates to the amount of compensation paid
6 to school district employees, including by establishing
7 an educator supplement for all fund to be administered
8 by the department of education, and modifying the amount
9 of compensation paid to teachers, certain employees with
10 a license, endorsement, certification, authorization, or
11 statement of recognition issued by the board of educational
12 examiners (BOEE), and teaching assistants.

13 Currently, Code chapter 284 (teacher compensation) provides
14 that the minimum annual salary for an initial teacher who has
15 successfully completed an approved practitioner preparation
16 program or holds an initial or intern teacher license issued
17 by the BOEE shall be at least \$33,500. The bill increases this
18 minimum annual salary to \$50,000, beginning July 1, 2024. The
19 bill makes conforming changes to Code chapter 257 (financing
20 school programs).

21 The bill requires school districts to pay to each employee
22 with a license, endorsement, certification, authorization,
23 or statement of recognition issued by the BOEE who has been
24 employed by the school district for at least one year, and who
25 has completed all periods of conditional employment with the
26 school district, \$5,000 each year in addition to the employee's
27 base salary. The bill establishes that this provision does not
28 apply to administrators. The bill requires school districts
29 to pay to each employee who serves as a teaching assistant an
30 amount equal to 10 percent of the employee's current annual
31 salary each year in addition to the employee's base salary.

32 The bill establishes an educator supplement for all fund
33 in the state treasury under the control of the department of
34 education. The bill requires the department to distribute
35 moneys from the fund to school districts in amounts necessary

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1 to ensure that school districts compensate employees and
2 teachers in accordance with the bill's provisions. For the
3 fiscal year beginning July 1, 2024, and for each succeeding
4 fiscal year, the bill appropriates from the general fund of
5 the state to the educator supplement for all fund the amount
6 necessary to make all distributions required under the bill's
7 provisions.