

**Senate File 194 - Introduced**

SENATE FILE 194

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 the  
6 general assembly and any other moneys received by the department  
7 for deposit in the fund. The moneys in the fund are appropriated  
8 and made available to the department to be used for meeting the  
9 requirements of this section.

10 b. The department shall distribute moneys from the fund to  
11 school districts established pursuant to chapter 274 in amounts  
12 necessary to ensure that school districts compensate employees  
13 and teachers in accordance with this section.

14 c. For the fiscal year beginning July 1, 2025, and for each  
15 succeeding fiscal year, there is appropriated from the general  
16 fund of the state to the educator supplement for all fund  
17 the amount necessary to make all distributions required under  
18 paragraph "b" for the fiscal year.

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

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

32 b. Each school district shall pay to each employee who serves  
33 as a teaching assistant an amount equal to ten percent of the  
34 employee's current annual salary each year in addition to the  
35 employee's base salary.

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

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

7 EXPLANATION

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

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

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

29 The bill establishes an educator supplement for all fund  
30 in the state treasury under the control of the department of  
31 education. The bill requires the department to distribute  
32 moneys from the fund to school districts in amounts necessary  
33 to ensure that school districts compensate employees and teachers  
34 in accordance with the bill's provisions. For the fiscal year  
35 beginning July 1, 2025, and for each succeeding fiscal year,

1 the bill appropriates from the general fund of the state to the  
2 educator supplement for all fund the amount necessary to make all  
3 distributions required under the bill's provisions.

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