

Senate Study Bill 1100 - Introduced

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR BILL)

A BILL FOR

1 An Act relating to education, including by modifying provisions
2 related to the calculation of the teacher salary supplement
3 district cost per pupil, teacher preparation requirements,
4 out-of-state placement of certain specified students requiring
5 special education, the duties of the department of education,
6 and minimum teacher salaries, and including effective date
7 provisions.

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

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DIVISION I

TEACHER SALARY SUPPLEMENT DISTRICT COST PER PUPIL

Section 1. Section 257.10, subsection 9, paragraph a, subparagraph (3), subparagraph divisions (b) and (c), Code 2025, are amended to read as follows:

~~(b) The department of management shall categorize all school districts into not more than ten tiers according to each school district's actual enrollment. Each tier established by the department of management containing a school district with an actual enrollment above three thousand five hundred pupils shall contain, to the extent feasible, the same number of school districts as other tiers containing school districts with an actual enrollment of more than three thousand five hundred pupils. Each tier established by the department of management containing a school district with an actual enrollment equal to or less than three thousand five hundred pupils shall contain, to the extent feasible, the same number of school districts as other tiers containing school districts with an actual enrollment equal to or less than three thousand five hundred pupils.~~

~~(e) (b) (i) To support school districts with meeting the minimum teacher salary requirements under chapter 284, including the minimum teacher starting salary requirement of fifty thousand dollars; and the minimum teacher salary requirement for full-time teachers with, as of July 1, 2025, at least twelve years of experience of sixty-two thousand dollars under chapter 284; and the minimum teacher salary requirement for teachers with at least twelve years of experience, who have had a bona fide retirement from employment with a covered employer as provided in section 97B.52A, and who have returned to covered employment with a covered employer pursuant to chapter 97B as a teacher licensed under chapter 256, of fifty thousand dollars, and other costs associated with such salary requirements, as identified in subparagraph subdivision (ii) including costs associated with the employer's share of contributions to the Iowa public employees' retirement system and the employer's share of the tax imposed~~

1 by the federal Insurance Contributions Act, the department of
2 management shall calculate and assign to all school districts
3 in a tier established under subparagraph division (b), a teacher
4 salary supplement district cost per pupil in an amount based in
5 part on the average cost to school districts within the tier to
6 meet the requirements, plus an amount equal to the teacher salary
7 supplement supplemental state aid amount for the budget year.

8 (ii) ~~If, however, a school district's total teacher salary~~
9 ~~supplement district cost under paragraph "c", as calculated using~~
10 ~~the teacher salary supplement district cost per pupil assigned to~~
11 ~~the school district's applicable tier, is insufficient to comply~~
12 ~~with the applicable minimum teacher salary requirements of the~~
13 ~~school district, including costs associated with the employer's~~
14 ~~share of contributions to the Iowa public employees' retirement~~
15 ~~system and the employer's share of the tax imposed by the federal~~
16 ~~Insurance Contributions Act, the department of management shall~~
17 ~~set the school district's teacher salary supplement district~~
18 ~~cost per pupil at an amount necessary to meet the district's~~
19 ~~minimum salary requirements and associated costs. If, however,~~
20 a school district reported a teacher's years of experience
21 incorrectly on the fall 2023 basic educational data survey
22 compared to the fall 2024 basic educational data survey, and the
23 difference would have resulted in an additional per pupil amount
24 for the budget year beginning July 1, 2024, the department of
25 management shall increase the teacher salary supplement district
26 cost per pupil for the budget year beginning July 1, 2025, by
27 the difference between the teacher salary supplement district
28 cost per pupil that would have been calculated if not for the
29 incorrect reporting and the teacher salary supplement district
30 cost per pupil actually calculated.

31 Sec. 2. EFFECTIVE DATE. This division of this Act, being
32 deemed of immediate importance, takes effect upon enactment.

33 DIVISION II

34 TEACHER PREPARATION

35 Sec. 3. Section 256.16, subsection 1, paragraph c,

1 subparagraph (1), Code 2025, is amended to read as follows:

2 (1) (a) Require Except as described in subparagraph division
3 (b), require that each student admitted to an approved
4 practitioner preparation program participate in pre-student
5 teaching field experiences that include both observation and
6 participation in teaching activities in a variety of school
7 settings.

8 (a) Pre-student teaching field experiences for students
9 participating in an initial teacher preparation program shall
10 comprise a total of at least eighty hours in duration, at least
11 ten hours of which shall occur prior to a student's acceptance in
12 an approved practitioner preparation program.

13 (b) Pre-student teaching field experiences for students
14 participating in a teacher intern preparation program shall may
15 comprise a total of at least fifty hours in duration.

16 Sec. 4. Section 256.16, subsection 1, paragraph c,
17 subparagraph (2), subparagraph division (a), subparagraph
18 subdivision (i), Code 2025, is amended to read as follows:

19 (i) The If the student has prior work experience as a
20 substitute teacher, the board of educational examiners has
21 issued a substitute license, or substitute authorization, or a
22 para-educator certificate to the student.

23 Sec. 5. Section 256.16, subsection 1, paragraph c,
24 subparagraph (2), subparagraph division (b), subparagraph
25 subdivision (i), Code 2025, is amended by striking the
26 subparagraph subdivision.

27 Sec. 6. Section 256.16, subsection 1, paragraph m,
28 subparagraph (2), Code 2025, is amended by striking the
29 subparagraph.

30 DIVISION III

31 OUT-OF-STATE PLACEMENT

32 Sec. 7. NEW SECTION. 282.35 Children requiring special
33 education — out-of-state placement.

34 1. For purposes of this section:

35 a. "Child" means an individual who is under the age of

1 eighteen years, or an individual who is under the age of
2 twenty-one and is a full-time student, to whom all of the
3 following criteria apply:

4 (1) The individual is eligible for health care benefits under
5 chapter 249A.

6 (2) The individual's health care coordination and
7 intervention team determines, pursuant to section 249A.4A,
8 subsection 3, paragraph "c", subparagraph (1), that the placement
9 of the individual in an out-of-state facility, or placement of
10 the individual with an out-of-state provider, is necessary for
11 the individual to realize the full benefits of chapter 249A.

12 (3) The director of the department of health and human
13 services certifies that the placement of the individual in an
14 out-of-state facility, or placement of the individual with an
15 out-of-state provider, is necessary to prevent the filing of a
16 petition under chapter 232 related to the individual.

17 (4) The director of the department of education determines
18 that the placement of the individual in an out-of-state facility,
19 or placement of the individual with an out-of-state provider,
20 would provide to the individual the education required under
21 chapter 256B and the rules adopted pursuant to chapter 256B.

22 (5) The individual is and remains a resident of this state.

23 *b. "District of residence"* means the school district in which
24 the parent or legal guardian of the child resides or the district
25 in which the district court is located if the district court is
26 the guardian of the child.

27 *c. "Resident"* means the same as defined in section 282.1,
28 subsection 2.

29 2. A child's district of residence may place the child in
30 an out-of-state facility or with an out-of-state provider for
31 purposes of providing the child with the education required under
32 chapter 256B, subject to the terms of an agreement between the
33 child's district of residence and the facility or provider. The
34 agreement shall satisfy all of the following requirements:

35 *a.* The agreement must require the facility or provider to

1 provide periodic invoices to the child's district of residence
2 that describes the services provided to the child and the cost
3 associated with such services.

4 b. The agreement must condition the child's district of
5 residence's payment of the invoice described in paragraph "a"
6 upon the facility or provider providing to the child the
7 education required under chapter 256B and the rules adopted
8 pursuant to chapter 256B.

9 3. a. A child's district of residence is not financially
10 responsible for the services provided by an out-of-state facility
11 or an out-of-state provider to a child unless the out-of-state
12 facility or out-of-state provider provides notice to the child's
13 district of residence that the child may be subject to this
14 section and the child's district of residence enters into an
15 agreement with the out-of-state facility or out-of-state provider
16 that satisfies the requirements established in subsection 2.

17 b. By August 1 following the school year in which the
18 out-of-state facility or out-of-state provider provided services
19 to a child pursuant to an agreement entered into under subsection
20 2, the child's district of residence may submit an accounting
21 to the department of education that describes the cost of the
22 services provided by the facility or provider during such school
23 year.

24 c. By August 15 following the school year in which the
25 out-of-state facility or out-of-state provider provided services
26 to a child pursuant to an agreement entered into under subsection
27 2, the department of education shall review and either approve
28 or modify the accounting submitted pursuant to paragraph "b" and
29 make payment to the child's district of residence toward the
30 school year in which the cost of the services was incurred. The
31 payment amount is the difference between the amount of the actual
32 costs as reflected in the district of residence's accounting
33 less the amount generated by the weighting for the provision of
34 services.

35 d. Any amounts paid by the department of education to school

1 districts in this state pursuant to paragraph "c" shall be
2 deducted on a monthly basis from the state foundation aid paid
3 under section 257.16 to all school districts in the state in
4 the school year following the school year in which the services
5 were provided. The portion of the total amount paid by the
6 department of education to a district that shall be deducted from
7 the state foundation aid paid to the district shall be the same
8 as the ratio that the budget enrollment for the budget year of
9 the district bears to the total budget enrollment in the state
10 for that budget year.

11 4. The department of education shall promptly and summarily
12 resolve any disputes between school districts related to the
13 financial responsibility of such school districts under this
14 section.

15 DIVISION IV

16 ONLINE STATE JOB POSTING SYSTEM

17 Sec. 8. Section 84A.6, subsection 4, Code 2025, is amended by
18 striking the subsection.

19 Sec. 9. NEW SECTION. **256.27 Online state job posting**
20 **system.**

21 1. The department shall provide for the operation of an
22 online state job posting system. The system shall be designed
23 and implemented for the online posting of job openings offered
24 by school districts, charter schools, area education agencies,
25 the department, and accredited nonpublic schools. The system
26 shall be accessible via the department's internet site. The
27 system shall include a mechanism for the electronic submission
28 of job openings for posting on the system as provided in
29 subsection 2. The system and each job posting on the system
30 shall include a statement that an employer submitting a job
31 opening for posting on the system will not discriminate in
32 hiring on the basis of race, ethnicity, national origin, gender,
33 age, physical disability, sexual orientation, gender identity,
34 religion, marital status, or status as a veteran. The department
35 may contract for, or partner with another entity for, the use

1 of an existing internet site to operate the online state job
2 posting system if the existing internet site is more effective
3 and economical than the department's internet site.

4 2. A school district, charter school, or area education
5 agency shall submit all of its job openings to the department for
6 posting on the system and shall keep and maintain all unfilled
7 job openings on the system. The department shall post all of its
8 job openings on the system. An accredited nonpublic school may
9 submit job openings to the department for posting on the system.

10 3. This section shall not be construed to do any of the
11 following:

12 a. Prohibit any employer from advertising job openings and
13 recruiting employees independently of the system.

14 b. Prohibit any employer from using another method of
15 advertising job openings or another applicant tracking system in
16 addition to the system.

17 c. Provide the department with any regulatory authority in
18 the hiring process or hiring decisions of any employer other than
19 the department.

20 DIVISION V

21 TEACHER COMPENSATION

22 Sec. 10. Section 284.15, subsection 3, paragraph b, Code
23 2025, is amended to read as follows:

24 b. (1) For the fiscal year beginning July 1, 2025, and each
25 subsequent fiscal year, the salary for a career teacher, model
26 teacher, mentor teacher, or lead teacher, who holds a valid
27 license issued under chapter 256, subchapter VII, part 3, and who
28 has been a teacher for at least twelve years, shall be at least
29 sixty-two thousand dollars.

30 (2) Notwithstanding subparagraph (1), for the fiscal year
31 beginning July 1, 2025, and each subsequent fiscal year, a career
32 teacher, model teacher, mentor teacher, or lead teacher, who
33 holds a valid license issued under chapter 256, subchapter VII,
34 part 3, who has been a teacher for at least twelve years, who
35 has had a bona fide retirement from employment with a covered

1 employer as provided in section 97B.52A, and who has returned to
2 covered employment with a covered employer pursuant to chapter
3 97B as a teacher licensed under chapter 256, shall be paid not
4 less than fifty thousand dollars.

5 Sec. 11. Section 284.16, subsection 2, paragraph b, Code
6 2025, is amended to read as follows:

7 b. (1) For the fiscal year beginning July 1, 2025, and each
8 subsequent fiscal year, a career teacher, instructional coach,
9 curriculum and professional development leader, or model teacher,
10 who has been a teacher for at least twelve years, shall be paid
11 not less than sixty-two thousand dollars.

12 (2) Notwithstanding subparagraph (1), for the fiscal year
13 beginning July 1, 2025, and each subsequent fiscal year, a
14 career teacher, instructional coach, curriculum and professional
15 development leader, or model teacher, who has been a teacher
16 for at least twelve years, who has had a bona fide retirement
17 from employment with a covered employer as provided in section
18 97B.52A, and who has returned to covered employment with a
19 covered employer pursuant to chapter 97B as a teacher licensed
20 under chapter 256, shall be paid not less than fifty thousand
21 dollars.

22 Sec. 12. Section 284.17, subsection 1, paragraph b, Code
23 2025, is amended to read as follows:

24 b. (1) 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 who has less than twelve years
27 of teaching experience and a minimum salary of sixty-two thousand
28 dollars for a full-time teacher who has at least twelve years of
29 teaching experience.

30 (2) Notwithstanding subparagraph (1), for the fiscal year
31 beginning July 1, 2025, and each subsequent fiscal year, a
32 minimum salary of fifty thousand dollars for a full-time teacher
33 who has at least twelve years of teaching experience, who has had
34 a bona fide retirement from employment with a covered employer
35 as provided in section 97B.52A, and who has returned to covered

1 employment with a covered employer pursuant to chapter 97B as a
2 teacher licensed under chapter 256.

3 EXPLANATION

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

6 This bill relates to education, including by modifying
7 provisions related to the calculation of the teacher salary
8 supplement district cost per pupil, teacher preparation
9 requirements, out-of-state placement of certain specified
10 students requiring special education, the duties of the
11 department of education (DE), and minimum teacher salaries.

12 DIVISION I — TEACHER SALARY SUPPLEMENT DISTRICT COST PER
13 PUPIL. Current law requires the department of management (DOM),
14 beginning July 1, 2025, to categorize all school districts into
15 not more than 10 tiers according to each school district's actual
16 enrollment and to calculate and assign to all school districts
17 within each tier a teacher salary supplement district cost per
18 pupil in an amount based on the average cost to school districts
19 within the tier to meet requirements related to minimum teacher
20 salaries. The bill strikes the provisions related to tiers
21 and instead requires DOM to calculate and assign to all school
22 districts a teacher salary supplement district cost per pupil in
23 an amount to meet the requirements related to minimum teacher
24 salaries, including costs associated with the employer's share
25 of contributions to the Iowa public employees' retirement system
26 (IPERS) and the employer's share of the tax imposed by the
27 federal Insurance Contributions Act, plus an amount equal to the
28 teacher salary supplement supplemental state aid amount for the
29 budget year.

30 The bill provides that if a school district reported a
31 teacher's years of experience incorrectly on the fall 2023
32 basic educational data survey compared to the fall 2024 basic
33 educational data survey, and the difference would have resulted
34 in an additional per pupil amount for the budget year beginning
35 July 1, 2024, DOM shall increase the teacher salary supplement

1 district cost per pupil for the budget year beginning July 1,
2 2025, by the difference between the teacher salary supplement
3 district cost per pupil that would have been calculated if not
4 for the incorrect reporting and the teacher salary supplement
5 district cost per pupil actually calculated.

6 The division takes effect upon enactment.

7 DIVISION II — TEACHER PREPARATION. Current law provides that
8 pre-student teaching field experiences for students participating
9 in a teacher intern preparation program shall comprise at least
10 50 hours in duration. The bill modifies this provision to
11 provide that such field may comprise at least 50 hours in
12 duration.

13 Current law provides that a student shall be credited a
14 minimum of 1 week, but not more than 10 weeks, of prior
15 work experience as a substitute teacher or a para-educator
16 toward the requirements associated with the 14-week student
17 teaching experience, if, among other requirements, the board of
18 educational examiners (BOEE) has issued a substitute license,
19 substitute authorization, or a para-educator certificate to
20 the student. The bill modifies this requirement to provide
21 that, if the student has prior work experience as a substitute
22 teacher, the BOEE has issued a substitute license or a substitute
23 authorization to the student.

24 The bill strikes the requirement that the BOEE must have
25 issued a para-educator certificate to the student in order for
26 the student to be credited a minimum of 1 week, but not more
27 than 14 weeks, of work experience as a para-educator toward
28 the requirements associated with the 14-week student teaching
29 experience.

30 The bill strikes the requirement that a participant in a
31 program provided by a higher education institution that is
32 designed to assist students in attaining a teacher intern license
33 from the BOEE must submit with the application to the program a
34 copy of an offer of employment from a school.

35 DIVISION III — OUT-OF-STATE PLACEMENT. The bill provides

1 that a child's district of residence may place the child in
2 an out-of-state facility or with an out-of-state provider for
3 purposes of providing the child with the education required under
4 Code chapter 256B (special education), subject to the terms of
5 an agreement between the child's district of residence and the
6 facility or provider. The bill establishes requirements related
7 to the agreement.

8 The bill provides that a child's district of residence
9 is not financially responsible for the services provided by
10 an out-of-state facility or an out-of-state provider to a
11 child unless the out-of-state facility or out-of-state provider
12 provides notice to the child's district of residence that
13 the child may be subject to the bill's provisions and the
14 child's district of residence enters into an agreement with the
15 out-of-state facility or out-of-state provider that satisfies the
16 bill's requirements related to such agreements. Additionally,
17 the bill provides that, by August 1 following the school year
18 in which the out-of-state facility or out-of-state provider
19 provided services to a child pursuant to an agreement, the
20 child's district of residence may submit an accounting to DE that
21 describes the cost of the services provided by the facility or
22 provider during such school year. The bill requires that by
23 August 15 following the school year in which the out-of-state
24 facility or out-of-state provider provided services to a child
25 pursuant to an agreement, DE shall review and either approve or
26 modify the accounting and make payment to the child's district
27 of residence toward the school year in which the cost of the
28 services was incurred. The bill provides that any amounts
29 paid by DE to school districts in this state pursuant to these
30 provisions shall be deducted on a monthly basis from the state
31 foundation aid paid under Code section 257.16 to all school
32 districts in the state in the school year following the school
33 year in which the services were provided. The portion of the
34 total amount paid by DE to a district that is required to be
35 deducted from the state foundation aid paid to the district is

1 the same as the ratio that the budget enrollment for the budget
2 year of the district bears to the total budget enrollment in the
3 state for that budget year.

4 The bill defines "child", "district of residence", and
5 "resident".

6 DIVISION IV — ONLINE STATE JOB POSTING SYSTEM. Current Code
7 section 84A.6(4) requires the department of workforce development
8 (IWD), in consultation with DE, to establish a system that allows
9 DE, school districts, charter schools, area education agencies,
10 and accredited nonpublic schools to post job openings on an
11 internet site. Current Code section 84A.6(4) also requires DE,
12 school districts, charter schools, and area education agencies to
13 submit all job openings to IWD for posting on the internet site.
14 Current Code section 84A.6(4) establishes requirements related to
15 the job openings system. The bill strikes Code section 84A.6(4)
16 and enacts new Code section 256.27, which transfers to DE the
17 responsibilities related to establishing and operating an online
18 state job posting system for school districts, charter schools,
19 area education agencies, and accredited nonpublic schools.

20 DIVISION V — TEACHER COMPENSATION. Current Code chapter 284
21 (teacher compensation) provides that the minimum annual salary
22 for a teacher who has at least 12 years of teaching experience
23 shall be at least \$62,000. The bill provides that if such a
24 teacher has had a bona fide retirement from employment with a
25 covered employer as provided in Code section 97B.52A (bona fide
26 retirement under IPERS), and has returned to covered employment
27 with a covered employer as a licensed teacher, the teacher's
28 minimum annual salary shall be \$50,000.