HOUSE FILE 2630
BY COMMITTEE ON APPROPRIATIONS

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

(As Amended and Passed by the House March 7, 2024)
[= New Language by the House
* = Language Stricken by the House

A BILL FOR

*[An Act relating to teacher and education support professional compensation, including teacher salary supplement cost per pupil calculations, teacher minimum starting salary requirements, Iowa public employees' retirement system bona fide retirement requirements, and school district budget statement reporting, making appropriations, and including effective date provisions.]

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

[Section 1. Section 97B.52A, subsection 1, paragraph c, subparagraph (2), Code 2024, is amended by adding the following new subparagraph division:

NEW SUBPARAGRAPH DIVISION. (d) For a member whose first month of entitlement is July 2024 or later, but before July 2027, the member may return to covered employment as a teacher for a covered employer after receiving one month of retirement benefits. For the purposes of this subparagraph division, "*teacher*" means a teacher licensed under chapter 256.]

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

a. (1) For the budget year beginning July 1, 2009, the department of management shall add together the teacher compensation allocation made to each district for the fiscal year beginning July 1, 2008, pursuant to section 284.13, subsection 1, paragraph "*h*", Code 2009, and the phase II allocation made to each district for the fiscal year beginning July 1, 2008, pursuant to section 294A.9, Code 2009, and divide that sum by the district's budget enrollment in the fiscal year beginning July 1, 2009, to determine the teacher salary supplement district cost per pupil. For the budget year beginning July 1, 2010, and succeeding budget years beginning before July 1, 2024, the teacher salary supplement district cost per pupil for each school district for a budget year is the teacher salary supplement program district cost per pupil for the base year plus the teacher salary supplement supplemental state aid amount for the budget year.

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

(i) An amount necessary to allow the school district to provide a minimum teacher starting salary of forty-seven thousand five hundred dollars in accordance with the requirements of chapter 284, 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 by the federal Insurance Contributions Act.

(ii) An amount necessary to allow the school district to provide an hourly wage of fifteen dollars per hour for education support personnel, 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 by the federal Insurance Contributions Act. However, if the amount calculated under this subparagraph subdivision for all school districts exceeds fourteen million dollars, the department of management shall proportionally reduce the amount calculated for school districts, based on the original calculation, so that the total amount calculated for all school districts is fourteen million dollars.

(iii) To supplement teacher salaries and the wages of education support personnel in a manner that promotes quality teaching and rewards experience, twenty-two million dollars multiplied by the quotient of the school district's budget enrollment for the budget year beginning July 1, 2023, and ending June 30, 2024, divided by the statewide total budget enrollment for the budget year beginning July 1, 2023, and ending June 30, 2024.

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

(i) An amount necessary to allow the school district to provide a minimum teacher starting salary of fifty thousand dollars in accordance with the requirements of chapter 284, 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 by the federal Insurance Contributions Act.

(ii) To allow each school district to provide an hourly wage

of fifteen dollars per hour to education support personnel, the amount calculated for the base year under subparagraph division (a), subparagraph subdivision (ii), after the reduction if applicable, plus the product of that same amount multiplied by the categorical percent of growth under section 257.8, subsection 2, for the budget year.

(iii) To supplement teacher salaries and the wages of education support personnel in a manner that promotes quality teaching and rewards experience, the amount calculated for the base year under subparagraph division (a), subparagraph subdivision (iii), plus the product of that same amount multiplied by the categorical percent of growth under section 257.8, subsection 2, for the budget year.

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

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

(ii) To allow each school district to provide an hourly wage of fifteen dollars per hour to education support personnel, for the budget year beginning July 1, 2026, the amount calculated for the base year under subparagraph division (b), subparagraph subdivision (ii), plus the product of that same amount multiplied by the categorical percent of growth under section

257.8, subsection 2, for the budget year. For the budget year beginning July 1, 2027, and succeeding budget years, the amount calculated for the base year under this subparagraph subdivision, plus the product of that same amount multiplied by the categorical percent of growth under section 257.8, subsection 2, for the budget year.

(iii) To supplement teacher salaries and the wages of education support personnel in a manner that promotes quality teaching and rewards experience, for the budget year beginning July 1, 2026, the amount calculated for the base year under subparagraph division (b), subparagraph subdivision (iii), plus the product of that same amount multiplied by the categorical percent of growth under section 257.8, subsection 2, for the budget year. For the budget year beginning July 1, 2027, and succeeding budget years, the amount calculated for the base year under this subparagraph subdivision, plus the product of that same amount multiplied by the categorical percent of growth under section 257.8, subsection 2, for the budget year.

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

Sec. 3. Section 257.10, subsection 9, Code 2024, is amended by adding the following new paragraph:

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

Sec. 4. Section 257.10, subsection 12, paragraph d, Code 2024, is amended to read as follows:

d. Except as otherwise allowed under this paragraph, for

the budget year beginning July 1, 2014, and succeeding budget years, the use of the funds calculated under this subsection shall comply with the requirements of chapter 284 and shall be distributed to teachers pursuant to section 284.15. The funds shall be used only to increase the payment for a teacher assigned to a leadership role pursuant to a framework or comparable system approved pursuant to section 284.15; to increase the percentages of teachers assigned to leadership roles; to increase the minimum teacher starting salary to ~~thirty-three thousand five hundred dollars~~ the amount described in section 284.15, subsection 2, paragraph "a", subparagraph (1); to cover the costs for the time mentor and lead teachers are not providing instruction to students in a classroom; for coverage of a classroom when an initial or career teacher is observing or co-teaching with a teacher assigned to a leadership role; for professional development time to learn best practices associated with the career pathways leadership process; and for other costs associated with a framework or comparable system approved by the department of education under section 284.15 with the goals of improving instruction and elevating the quality of teaching and student learning. If all requirements for the school district for the use of funds calculated under this subsection are met and funds received under this subsection remain unexpended and unobligated at the end of a fiscal year beginning on or after July 1, 2020, the school district may transfer all or a portion of such unexpended and unobligated funds for deposit in the school district's flexibility account established under section 298A.2, subsection 2. At the end of a fiscal year beginning on or after July 1, 2022, school districts may use all or a portion of funds under this subsection for the purposes authorized under subsection 9, paragraph "d", and, notwithstanding any provision of law to the contrary, school districts shall not be required to participate in or comply with section 284.15 in order to continue to receive funding

under this subsection.

Sec. 5. Section 284.15, subsection 2, paragraph a, subparagraph (1), Code 2024, is amended to read as follows:

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

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

Sec. 6. Section 284.16, subsection 1, paragraph a, unnumbered paragraph 1, Code 2024, is amended to read as follows:

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

Sec. 7. Section 284.17, subsection 1, Code 2024, is amended to read as follows:

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

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

[Sec. 8. SCHOOL DISTRICT BUDGET STATEMENTS — FISCAL YEAR BEGINNING JULY 1, 2024.

1. Notwithstanding section 24.2A, subsection 2, paragraph "a", each school district shall file with the department of management a report containing all necessary information for the department of management to compile and calculate amounts required to be included in the statements for the budget year beginning July 1, 2024, mailed under section 24.2A, subsection 2, paragraph "b", no later than thirty calendar days after the effective date of 2024 Iowa Acts, House File 2613, or successor legislation, if enacted.

2. Notwithstanding section 24.2A, subsection 2, paragraph "b", each county auditor, using information received under subsection 1, shall send to each property owner or taxpayer within the county by regular mail an individual statement containing all of the information required by section 24.2A, subsection 2, paragraph "b", for each school district comprising the owner's or taxpayer's taxing district no later than thirty-five calendar days after the effective date of 2024 Iowa Acts, House File 2613, or successor legislation, if enacted.

Sec. 9. EFFECTIVE DATE. This Act, being deemed of immediate importance, takes effect upon enactment.]