

## House File 2612: FAQs

April 2024

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### **What is State Supplemental Aid (SSA) for 2024-25?**

Growth in SSA was set at 2.5% for general fund and categorical funds.

House File 2612 (HF2612), Division VI, Section 48

### **What are the new teacher salary minimums?**

For 2024-25, the new minimum beginning teacher salary is \$47,500 and that increases to \$50,000 in 2025-26. Iowa Code section 284.2A defines a “beginning teacher” as an individual serving under an initial or intern license, issued by the Iowa Board of Educational Examiners (BOEE), and who is assuming a position as a teacher. This also includes an individual who is an “initial” teacher, for purposes of mentoring and induction programs, preschool teachers who are licensed by the BOEE and are employed by a school district or area education agency.

In 2024-25, any teacher with 12 years of teaching experience must be paid at least \$60,000 and that moves to \$62,000 in 2025-26. Iowa Code section 284.2 defines as an individual who holds a practitioner’s license or statement of professional recognition (SPR) issued by the BOEE, who is employed in a nonadministrative position by a school district or area education agency pursuant to an employment contract issued by a board of directors under Iowa Code section 279.13. A teacher may be employed in both an administrative and a nonadministrative position by a board of directors and is considered a part-time teacher for the portion of time that the teacher is employed in a nonadministrative position. A teacher is an “experienced teacher” if they are a career teacher, instructional coach, curriculum and professional development leader, mentor teacher, lead teacher, model teacher; they hold a valid BOEE license; and have been a teacher for at least 12 years.

HF2612, Div. IV, Sections 40-45

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**Is there money for Educational Support Personnel (ESP) wages?**

While HF2612 includes \$14 million in additional ESP wages to be divided among school districts, those funds must still be appropriated by the Legislature and signed into law by the Governor through a separate bill. HF2612 requires school districts to report the number of ESPs employed by July 1. ESPs are defined as all regular and part-time employees of a school district who are not salaried.

HF 2612, Div. VII, Sec. 52

**Does the law set a \$15 minimum wage for ESPs?**

No. While prior versions of the bill included such a provision, no minimum wage was set by the final bill.

**Do the teacher salary minimums include longevity payments when determining how much a teacher makes?**

HF2612 does not address what pay is included in a teacher's salary, we believe it would include the regular, annual teaching salary, plus any off-schedule, longevity amount.

**What will count as teaching experience to reach the 12-year mark?**

HF2612 merely requires the individual "has been as a teacher" for at least 12 years. It appears any teaching experience, whether in a public or private, primary or secondary, in-state or out-of-state teaching assignment, would count towards the 12 years of experience. Teachers would not qualify for the minimums until after completion of their 12th year of teaching. However, BEDS data, based upon which total teaching experience will be determined, does NOT include out-of-state experience. Therefore, school districts will need to confirm out-of-state teaching experience.

HF2612, Div. IV, Sections 40-45

**Do extended contracts count in their minimum salary calculation?**

Possibly, as extended contracts are generally reflected in an individual's total salary amount in BEDS.

**Is the pay for a co-curricular assignment which is included in the 279 employment contract salary amount considered in determining the salary minimum?**

If the co-curricular pay is included in the 279 contract total salary, then it may have been counted in the BEDS data as part of the total salary. It is not clear in all cases whether co-curricular pay should be included in the total salary in determining minimums. However, if the co-curricular assignment is addressed in a separate, extracurricular contract, then it would not count toward the total salary.

**Do extracurricular contracts like athletic coaching and club sponsors count towards the minimums?**

No, as pay for those duties is not salary for teaching duties and such extracurricular duties would be included in a separate employment contract.

**Are shared teachers entitled to the minimums?**

Yes, the employing district that issues the 279 employment contract must meet the minimums.

**Do teacher leader stipends count towards the minimums?**

We believe, like the Iowa Association of School Boards, that if the teacher leader's primary duty is to act as a teacher leader, then all the salary including the stipend amount, would be counted towards the minimums. For example, full-time instructional coaches would have their total salary, including their additional stipend, apply towards the minimums. If the person is a teacher and only has additional teaching leader duties like mentoring or serving on a committee, then the additional compensation for those duties would not count.

**Do salary minimums apply to licensed employees who do not have traditional teaching assignments, such as nurses?**

Iowa Code section 284.2 defines the term "teacher" to include any individual who holds a practitioner's license or SPR issued by the BOEE, who is employed in a non-administrative position by a school district or area education agency pursuant to a contract issued by a board of directors under section 279.13. As such, compensation provisions in HF2612 are applicable to nurses who hold an SPR from the BOEE.

**Are resident students taking a voucher included in the new categorical calculations including TSS?**

Yes. For each resident student taking a voucher, the district gets to count each one as an additional pupil for each categorical (Teacher Salary Supplement (TSS), Teacher Leadership Compensation (TLC), Professional Development, and Early Intervention).

**If your district has already issued 279 employment contracts and the new salary minimums require new annual salary amounts, does the district have to issue new contracts?**

Yes, as the 279 employment contract must include the *annual salary to be paid* and an inaccurate salary term does not meet the legal requirements, the district would need to issue new 279 employment contracts. The 21-day window for teachers to decide whether to sign the contract or resign will run from the time the new contract is issued.

**Our district is telling us that they do not have to talk to us about TSS distribution in bargaining, what do we do?**

First, contact your UniServ Director for assistance. Second, let the district know that Iowa Code chapter 284 requires districts to maintain a single salary system for teachers, which must include TSS, and that TSS distribution must be bargained in accordance with Iowa Code chapter 20.9 of the Iowa Public Employment Relations Act. Base wages for any job category must be bargained with the association and must include TSS.

**How do we find out how much TSS dollars my district is getting?**

Your ISEA UniServ Director will have those figures along with detailed school finance information for your district.

**We are in the second year of a three-year collective bargaining agreement (CBA). Does HF2612 negate or supersede that CBA's language addressing wages and salaries?**

In the event the CBA conflicts with this new law (e.g., salary minimums are not met) then those provisions are no longer valid and require additional bargaining.

**If my district is telling us they are not receiving enough TSS money to meet the new minimums, what should we do as a local association?**

Suggest to your district that they should immediately contact the Iowa Department of Management for assistance. The law states all districts will receive sufficient funds to meet the minimums and associated costs such as FICA and IPERS.

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**Are community college faculty affected by the compensation provisions of HF2612?**

No, because HF2612 applies only to teachers and other professionals licensed or certificated by the BOEE.

**What should be done with unexpended TSS and other categorical funds?**

Talk to your UniServ Director about these amounts and push the district to pay out TSS dollars. Unused TSS dollars can be used for salaries of teachers who do not benefit from the new minimums.

**If the new TSS money in our district must go towards meeting the new minimums and there is little to none left for other experienced teachers, how do we address getting others an increase?**

Work with your UniServ Directors on bargaining strategies benefiting all teachers.