

HSB 678

*Carroll, Ch
Grundberg
Wier*

Amended By
O2549

EDUCATION

HOUSE FILE _____
BY (PROPOSED COMMITTEE ON
EDUCATION BILL BY
CHAIRPERSON GRUNDBERG)

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the student achievement and teacher quality
2 program and providing an effective date.

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

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1 Section 1. Section 256.7, Code Supplement 2001, is amended
2 by adding the following new subsection:

3 NEW SUBSECTION. 25. Adopt rules establishing standards
4 for school district and area education agency career
5 development programs and for individual teacher career
6 development plans in accordance with section 284.6.

7 Sec. 2. Section 256.9, subsection 50, Code Supplement
8 2001, is amended to read as follows:

9 50. Develop core knowledge and skill criteria models,
10 based upon the Iowa teaching standards, for the evaluation,
11 the advancement, and for teacher career development purposes
12 pursuant to chapter 284. The model criteria shall further
13 define the characteristics of quality teaching as established
14 by the Iowa teaching standards. The director, in consultation
15 with the board of educational examiners, shall also develop a
16 transition plan for implementation of the career development
17 standards developed pursuant to section 256.7, subsection 25,
18 with regard to licensure renewal requirements. The plan shall
19 include a requirement that practitioners be allowed credit for
20 career development completed prior to implementation of the
21 career development standards developed pursuant to section
22 256.7, subsection 25.

23 Sec. 3. Section 256.44, subsection 1, paragraph a, Code
24 2001, is amended to read as follows:

25 a. If a teacher registers for national board for
26 professional teaching standards certification prior to June
27 30, ~~2002~~ 2005, a one-time initial reimbursement award in the
28 amount of up to one-half of the registration fee paid by the
29 teacher for registration for certification by the national
30 board for professional teaching standards. The teacher shall
31 apply to the department of education within one year of
32 registration, submitting to the department any documentation
33 the department requires. A teacher who receives an initial
34 reimbursement award shall receive a one-time final
35 registration award in the amount of the remaining national

1 board registration fee paid by the teacher if the teacher
2 notifies the department of the teacher's certification
3 achievement and submits any documentation requested by the
4 department.

5 Sec. 4. Section 256.44, subsection 1, paragraph b,
6 subparagraph (2), unnumbered paragraph 1, Code 2001, is
7 amended to read as follows:

8 If the teacher registers for national board for
9 professional teaching standards certification between January
10 1, 1999, and January 1, 2002 2005, and achieves certification
11 within three years from the date of initial score
12 notification, an annual award in the amount of two thousand
13 five hundred dollars upon achieving certification by the
14 national board of professional teaching standards.

15 Sec. 5. Section 279.19, unnumbered paragraph 2, Code
16 Supplement 2001, is amended to read as follows:

17 In the case of the termination of a probationary teacher's
18 contract, the provisions of sections 279.15 and 279.16 shall
19 apply. However, if the probationary teacher is a beginning
20 teacher who fails to ~~successfully-complete-a-beginning-teacher~~
21 ~~mentoring-and-induction-program~~ demonstrate competence in the
22 Iowa teaching standards in accordance with chapter 284, the
23 provisions of sections 279.17 and 279.18 shall also apply.

24 Sec. 6. Section 284.2, subsections 3, 7, and 10, Code
25 Supplement 2001, are amended to read as follows:

26 3. "Comprehensive evaluation" means a summative evaluation
27 of a beginning teacher conducted by an evaluator for purposes
28 of ~~performance-review, or~~ determining a beginning teacher's
29 level of competency relative to the Iowa teaching standards
30 and for recommendation for licensure based upon models
31 developed pursuant to section 256.9, subsection 50, and to
32 determine whether the teacher's practice meets the school
33 district expectations for a ~~career, career-ii, or advanced~~
34 ~~level~~ teacher.

35 7. "Mentor" means an individual employed by a school

1 district or area education agency as a classroom teacher or a
2 retired teacher who holds a valid license issued under chapter
3 272. The individual must have a record of four years of
4 successful teaching practice, must be employed as-a-classroom
5 teacher on a nonprobationary basis, and must demonstrate
6 professional commitment to both the improvement of teaching
7 and learning and the development of beginning teachers.

8 10. "Teacher" means an individual holding a practitioner's
9 license issued under chapter 272, who is employed in a
10 nonadministrative position as a teacher, librarian, media
11 specialist, or counselor in-a-nonadministrative-position by a
12 school district or area education agency pursuant to a
13 contract issued by a board of directors under section 279.13.
14 A teacher may be employed in both an administrative and a
15 nonadministrative position by a board of directors and shall
16 be considered a part-time teacher for the portion of time that
17 the teacher is employed in a nonadministrative position.
18 "Teacher" includes a licensed individual employed on a less
19 than full-time basis by a school district through a contract
20 between the school district and an institution of higher
21 education with a practitioner preparation program in which the
22 licensed teacher is enrolled.

23 Sec. 7. Section 284.2, Code Supplement 2001, is amended by
24 adding the following new subsections:

25 NEW SUBSECTION. 6A. "Intensive assistance" means
26 organizational support and assistance provided to teachers who
27 are not meeting school district teaching standards, including
28 but not limited to the Iowa teaching standards.

29 NEW SUBSECTION. 7A. "Performance review" means a
30 summative evaluation of a teacher other than a beginning
31 teacher and used to determine whether the teacher's practice
32 meets school district expectations and the Iowa teaching
33 standards.

34 Sec. 8. Section 284.3, subsection 2, paragraph b, Code
35 Supplement 2001, is amended to read as follows:

1 b. For purposes of comprehensive evaluations for teachers
2 ~~other-than~~ beginning teachers and performance reviews for
3 teachers, the school board shall convene the members of the
4 school board and representatives of the faculty, elected by
5 the faculty, to establish criteria based upon the models
6 developed pursuant to section 256.9, subsection 50. If the
7 parties are unable to reach agreement by July 1, ~~immediately~~
8 ~~after-the-school-year-in-which-a-contract-period-ends~~ 2004,
9 the model criteria shall become the school district's
10 criteria.

11 Sec. 9. Section 284.4, subsection 1, paragraphs c and e,
12 Code Supplement 2001, are amended to read as follows:

13 c. Provide, beginning in the ~~second~~ fourth year of
14 participation, the equivalent of two or more additional
15 contract days, outside of instruction time, than were provided
16 in the school year preceding the first year of participation,
17 to provide additional time for teacher career development that
18 aligns with student learning and teacher development needs,
19 including the integration of technology into curriculum
20 development, in order to achieve attendance center and
21 district-wide student achievement goals outlined in the
22 district comprehensive school improvement plan. School
23 districts are encouraged to develop strategies for
24 restructuring the school calendar to provide for the most
25 effective professional development, evaluate their current
26 career development alignment with their student achievement
27 goals and research-based instructional strategies, and
28 implement district career development plans. A school
29 district that provides the equivalent of ten or more contract
30 days for career development is exempt from this paragraph.

31 e. Adopt a teacher evaluation plan that, at minimum,
32 requires a comprehensive-evaluation performance review of
33 teachers in the participating district at least once every
34 five three years based upon the Iowa teaching standards and
35 individual career development plans, and requires

1 administrators to complete evaluator training in accordance
2 with section 284.10.

3 Sec. 10. Section 284.5, Code Supplement 2001, is amended
4 to read as follows:

5 284.5 BEGINNING TEACHER MENTORING AND INDUCTION PROGRAM.

6 1. A beginning teacher mentoring and induction program is
7 created to promote excellence in teaching, enhance student
8 achievement, build a supportive environment within school
9 districts and area education agencies, increase the retention
10 of promising beginning teachers, and promote the personal and
11 professional well-being of classroom teachers. ~~Prior to the~~
12 ~~completion of the 2001-2002 school year, a school district~~
13 ~~shall, at a minimum, provide an approved beginning teacher~~
14 ~~mentoring and induction program for all classroom teachers who~~
15 ~~are beginning teachers.~~

16 2. The state board shall adopt rules to administer this
17 section.

18 3. ~~Notwithstanding subsection 17-a~~ Each school district
19 may and area education agency shall provide a beginning
20 teacher mentoring and induction program for all classroom
21 teachers who are beginning teachers in by the school years
22 year beginning ~~July 1, 2001~~ and July 1, 2002, and
23 notwithstanding section 284.4, subsection 1, a school district
24 is and an area education agency shall be eligible to receive
25 moneys under section 284.13, subsection 1, paragraph "c", for
26 each the fiscal year ~~of the fiscal period~~ beginning July 1,
27 ~~2001~~ 2002, and ending June 30, 2003, to establish a beginning
28 teacher mentoring and induction program in accordance with
29 this section.

30 4. Each participating school district and area education
31 agency shall develop an initial beginning teacher mentoring
32 and induction plan. ~~The~~ A school district shall include its
33 plan shall be included in the school district's comprehensive
34 school improvement plan submitted pursuant to section 256.7,
35 subsection 21. The beginning teacher mentoring and induction

1 plan shall, at a minimum, provide for a two-year sequence of
2 induction program content and activities to support the Iowa
3 teaching standards and beginning teacher professional and
4 personal needs; mentor training that includes, at a minimum,
5 skills of classroom demonstration and coaching, and district
6 expectations for beginning teacher competence on Iowa teaching
7 standards; placement of mentors and beginning teachers; the
8 process for dissolving mentor and beginning teacher
9 partnerships; district organizational support for release time
10 for mentors and beginning teachers to plan, provide
11 demonstration of classroom practices, observe teaching, and
12 provide feedback; structure for mentor selection and
13 assignment of mentors to beginning teachers; a district
14 facilitator; and program evaluation.

15 5. A beginning teacher shall be informed by the school
16 district or the area education agency, prior to the beginning
17 teacher's participation in a mentoring and induction program,
18 of the criteria upon which the beginning teacher shall be
19 evaluated and of the evaluation process utilized by the school
20 district or area education agency.

21 6. Upon completion of the program, the beginning teacher
22 shall be comprehensively evaluated to determine if the teacher
23 meets expectations to move to the career level. The school
24 district or area education agency that employs the beginning
25 teacher shall recommend for an educational license a beginning
26 teacher who has-successfully-completed-the-program-for-an
27 educational-license is determined through a comprehensive
28 evaluation to demonstrate competence in the Iowa teaching
29 standards. A school district or area education agency may
30 offer a beginning teacher a third year of participation in the
31 program if, after conducting a comprehensive evaluation, the
32 school district determines that the teacher is likely to
33 successfully complete the mentoring and induction program by
34 the end of the third year of eligibility. A teacher granted a
35 third year of eligibility shall develop a teacher's mentoring

1 and induction program plan in accordance with this chapter and
2 shall undergo a comprehensive evaluation at the end of the
3 third year. The board of educational examiners shall grant a
4 one-year extension of the beginning teacher's provisional
5 license upon notification by the school district that the
6 teacher will participate in a third year of the school
7 district's program.

8 7. If a beginning teacher who is participating in a
9 mentoring and induction program leaves the employ of a
10 participating school district or area education agency prior
11 to completion of the program, the participating school
12 district or area education agency subsequently hiring the
13 beginning teacher shall credit the beginning teacher with the
14 time earned in the program prior to the subsequent hiring.

15 8. If the general assembly appropriates moneys for
16 purposes of this section, a school district or area education
17 agency is eligible to receive state assistance for up to two
18 years under this section for each teacher the school district
19 or area education agency employs who was formerly employed in
20 an accredited nonpublic school or in another state as a first-
21 year teacher. The school district or area education agency
22 employing the teacher shall determine the conditions and
23 requirements of a teacher participating in a program in
24 accordance with this subsection. The school district or area
25 education agency that employs the teacher shall recommend the
26 teacher for an educational license if the teacher, through a
27 comprehensive evaluation, is determined to demonstrate
28 competence in the Iowa teaching standards.

29 Sec. 11. Section 284.6, subsection 4, Code Supplement
30 2001, is amended to read as follows:

31 4. In cooperation with the teacher's supervisor, the
32 career teacher employed by a participating school district
33 shall develop an individual teacher career development plan.
34 The purpose of the plan is to promote individual and group
35 career development. The individual plan shall be based, at

1 minimum, on the needs of the teacher, the Iowa teaching
2 standards, and the student achievement goals of the attendance
3 center and the school district as outlined in the
4 comprehensive school improvement plan.

5 ~~4A. The individual plan shall be reviewed by the teacher~~
6 ~~and the teacher's supervisor at the teacher's annual review,~~
7 ~~and shall be modified~~ shall annually meet with the teacher to
8 review progress in meeting the goals in the teacher's
9 individual plan. The teacher shall present to the supervisor
10 evidence of progress. The purpose of the meeting shall be to
11 review the teacher's progress in meeting career development
12 goals in the plan and to review collaborative work with other
13 staff on student achievement goals and to modify as necessary
14 the teacher's individual plan to reflect the individual
15 teacher's and the school district's needs and the individual's
16 progress in meeting the goals in the plan.

17 Sec. 12. Section 284.7, subsection 2, unnumbered paragraph
18 1, Code Supplement 2001, is amended to read as follows:

19 It is the intent of the general assembly to establish and
20 require the implementation of and provide for the
21 implementation of the following additional career path levels
22 ~~by July 17, 2003:~~

23 Sec. 13. Section 284.7, subsection 2, paragraph b,
24 subparagraph (2), Code Supplement 2001, is amended to read as
25 follows:

26 (2) It is the intent of the general assembly that the
27 participating district shall establish a minimum salary for an
28 advanced teacher that is at least thirteen thousand five
29 hundred dollars greater than the minimum career teacher
30 salary. ~~In conjunction with the development of the review~~
31 ~~panel pursuant to section 284.97, the department shall make~~
32 ~~recommendations to the general assembly by January 17, 2002,~~
33 ~~regarding the appropriate district to district recognition for~~
34 ~~advanced teachers and methods that facilitate the transition~~
35 ~~of a teacher to the advanced level.~~

1 Sec. 14. Section 284.8, Code 2001, is amended by striking
2 the section and inserting in lieu thereof the following:

3 284.8 PERFORMANCE REVIEW REQUIREMENTS FOR TEACHERS.

4 1. Notwithstanding section 284.4, subsection 2, effective
5 July 1, 2004, and in addition to the provisions of chapter 20,
6 a participating school district shall review a teacher's
7 performance at least once every three years for purposes of
8 assisting teachers in making continuous improvement,
9 documenting continued competence in the Iowa teaching
10 standards, and identifying teachers in need of improvement.
11 The review shall include, at minimum, classroom observation of
12 the teacher, the teacher's progress, and implementation of the
13 teacher's individual career development plan; may include
14 supporting documentation from other supervisors, teachers,
15 parents, and students; and also may include video portfolios
16 as evidence of teaching practices.

17 2. If the supervisor determines as a result of a teacher's
18 performance review that the teacher is not meeting the Iowa
19 teaching standards, the model or district-developed criteria,
20 and the responsibilities of the teacher's assignment, the
21 supervisor may recommend to the district that the teacher
22 participate in an intensive assistance program provided by the
23 school district.

24 3. If a district does not recommend a teacher for
25 continued employment or advancement based upon a performance
26 review or participation in the district's intensive assistance
27 program, the provisions of chapters 20 and 279 shall apply.

28 Sec. 15. Section 284.10, subsections 4 through 6, Code
29 Supplement 2001, are amended to read as follows:

30 4. By July 1, ~~2002~~ 2003, a higher education institution
31 approved by the state board to provide an administrator
32 preparation program shall incorporate the evaluator training
33 program into the program offered by the institution.

34 5. Beginning July 1, ~~2002~~ 2003, the board of educational
35 examiners shall require certification as a condition of

1 issuing or renewing an administrator's license.

2 6. By July 1, ~~2004~~ 2005, the director shall develop and
3 implement an evaluator training certification renewal program
4 for administrators and other practitioners who need to renew a
5 certificate issued pursuant to this section.

6 Sec. 16. NEW SECTION. 284.11A ADVANCED TEACHER PILOT
7 PROGRAM.

8 1. It is the intent of the general assembly to establish
9 an advanced teacher pilot program to be implemented in
10 approved school districts during the school year beginning
11 July 1, 2003, and ending June 30, 2004.

12 2. The department shall develop recommendations for the
13 pilot program in consultation with the Iowa association of
14 school boards, the school administrators of Iowa, and the Iowa
15 state education association. The recommendations shall
16 include proposals for grant criteria, for measures by which a
17 school district may identify the characteristics that define
18 an advanced teacher, for maximum use of the advanced teacher's
19 skills and knowledge for the benefit of the school district
20 and its students, and a review process for the evaluation of
21 pilot program results. The department shall submit its
22 recommendations to the senate and house standing committees on
23 education and the joint appropriations subcommittee on
24 education on or by December 15, 2002.

25 Sec. 17. Section 284.13, subsection 1, paragraph e, Code
26 Supplement 2001, is amended to read as follows:

27 e. For the fiscal year beginning July 1, 2001, and ending
28 June 30, 2002, up to one million five hundred thousand dollars
29 to the department of education for purposes of implementing
30 the career development program requirements of section 284.67
31 ~~and the review panel requirements of section 284.9.~~ A portion
32 of the funds allocated to the department for purposes of this
33 paragraph may be used by the department for administrative
34 purposes.

35 Sec. 18. 2001 Iowa Acts, chapter 161, section 21, is

1 amended to read as follows:

2 SEC. 21. Section 272.33, Code 2001, is repealed effective
3 July 1, ~~2002~~ 2003.

4 Sec. 19. Section 284.9, Code Supplement 2001, is repealed.

5 Sec. 20. EFFECTIVE DATE. The section of this Act amending
6 2001 Iowa Acts, chapter 161, section 21, being deemed of
7 immediate importance, takes effect upon enactment.

8 EXPLANATION

9 This bill makes a number of changes related to the student
10 achievement and teacher quality program established under Code
11 chapter 284.

12 DEPARTMENT OF EDUCATION. The bill directs the state board
13 of education to adopt rules establishing standards for school
14 district and area education agency career development programs
15 and for individual teacher career development plans. The bill
16 directs the department of education, in consultation with the
17 board of educational examiners, to develop a transition plan
18 for the implementation of new career development standards
19 with regard to licensure renewal requirements. The bill
20 requires that practitioners be allowed credit for career
21 development completed prior to implementation of the career
22 development standards developed under the program.

23 NATIONAL BOARD CERTIFICATION. The bill extends the time
24 period during which teachers can be reimbursed by the state
25 for registering for national board for professional teaching
26 standards certification to June 30, 2005, from June 30, 2002.
27 The bill also extends from the year 2002; to the year 2005,
28 the deadline for teachers to qualify for an annual award for
29 achieving certification.

30 BEGINNING TEACHER PROVISIONS. Currently in Code, a
31 beginning teacher's licensure as a career teacher and the
32 ability of a probationary beginning teacher to appeal a
33 decision to an adjudicator or to the district court are both
34 tied to the teacher's successful completion of, or failure to
35 successfully complete, a beginning teacher mentoring and

1 induction program. Under the bill, these provisions are tied
2 to the beginning and probationary beginning teacher's ability
3 to, or failure to, demonstrate competence in the Iowa teaching
4 standards.

5 The bill allows state assistance to be used by area
6 education agencies for implementing beginning teacher
7 mentoring and induction programs. The bill also allows a
8 teacher who is participating in a program in one school
9 district to leave the district and receive credit for
10 participation in the program at the school district that next
11 employs the teacher. A school district or area education
12 agency that employs a teacher from another state can, under
13 the bill, receive state assistance for up to two years for the
14 teacher's participation in the program. The bill strikes
15 outdated language from the program provisions.

16 DEFINITIONS. The bill amends and adds to the definitions
17 in Code chapter 284. The bill provides that a "comprehensive
18 evaluation" means a summative evaluation of a beginning
19 teacher for purposes of determining that teacher's competency
20 relative to the Iowa teaching standards. Currently, the term
21 is applied to the evaluation of any teacher. The bill also
22 strikes a requirement that requires a mentor to be employed as
23 a classroom teacher. The bill makes nonsubstantive, stylistic
24 changes to the definition of "teacher".

25 New terms defined under the bill include "intensive
26 assistance", which means organizational support and assistance
27 provided to teachers who are not meeting school district
28 teaching standards, and "performance review", which means a
29 summative evaluation of a teacher other than a beginning
30 teacher and used to determine whether the teacher's practice
31 meets school district expectations and the Iowa teaching
32 standards. Under the bill, performance evaluations must take
33 place at least once every three years.

34 LOCAL CRITERIA DEADLINE. The bill provides that if school
35 boards and faculty members fail to agree on local enhancements

1 to the Iowa teaching standards by July 1, 2004, the model
2 criteria developed by the department of education will become
3 the school district's criteria.

4 CONTRACT DAYS. The bill extends the requirement that
5 participating school districts provide the equivalent of two
6 or more additional contract days by the second year of
7 participation in the student achievement and teacher quality
8 program, to a requirement that the additional contract days be
9 added by the fourth year of participation. The bill
10 encourages school districts to evaluate their current
11 professional development assignment with their student
12 achievement goals and research-based instructional strategies,
13 and implement district career development plans.

14 CAREER DEVELOPMENT PLAN. The bill states that the purpose
15 of an individual teacher career development plan, which all
16 teachers are required to develop under the student achievement
17 and teacher quality program, is to promote individual and
18 group professional development.

19 PERFORMANCE REVIEW. The bill also provides for an annual
20 performance review, which a teacher's supervisor conducts to
21 review the teacher's progress on professional development
22 goals and collaborative work with other staff on student
23 achievement goals. During an evaluation, the teacher must
24 present evidence of progress to their supervisor.

25 CAREER PATH LEVELS. The bill strikes the July 1, 2003,
26 date by which the general assembly intends to establish and
27 require the implementation of the career II and advanced
28 career path levels.

29 The bill strikes a Code section relating to evaluation
30 requirements for career, career II, and advanced teachers and
31 replaces the language with language that provides for the
32 performance review requirements for teachers. The bill
33 requires school districts to conduct performance reviews by
34 July 1, 2004, for purposes of assisting teachers in making
35 continuous improvement, documenting continued competence in

1 the Iowa teaching standards, and identifying teachers in need
2 of improvement. A supervisor may recommend that the teacher
3 participate in an intensive assistance program provided by the
4 school district if the teacher is not meeting the state
5 standards or local criteria and the responsibilities of their
6 assignment. If a district does not recommend a teacher for
7 continued employment or advancement based upon a performance
8 review or participation in the district's intensive assistance
9 program, the teacher may appeal the decision as currently
10 provided in Code chapters 20 and 279.

11 EVALUATOR TRAINING DEADLINES. The bill extends from July
12 1, 2002, to July 1, 2003, the date by which approved
13 administrator preparation programs must incorporate the
14 evaluator training program into their programs and the date by
15 which the board of educational examiners must require
16 evaluator certification as a condition of issuing or renewing
17 an administrator's license. The bill extends from July 1,
18 2004, to July 1, 2005, the date by which the director of the
19 department of education must develop and implement an
20 evaluator training certification renewal program for
21 administrators and other practitioners. The bill also extends
22 the date for the repeal of Code section 272.33, which relates
23 to the current evaluator license administered by the board of
24 educational examiners, to July 1, 2003. The provision
25 extending the date for the repeal of Code section 272.33 takes
26 effect upon enactment.

27 ADVANCED TEACHER PILOT PROGRAM. The bill establishes
28 legislative intent to establish an advanced teacher pilot
29 program to be implemented in approved school districts during
30 the 2003-2004 school year. The department is directed to
31 develop recommendations for the pilot program in consultation
32 with education stakeholders, and to submit its recommendations
33 to the senate and house standing committees on education and
34 the joint appropriations subcommittee on education on or by
35 December 15, 2002. After the completion of the pilot

1 projects, the department must review the results and submit
2 its findings and recommendations to the senate and house
3 standing committees on education and the joint appropriations
4 subcommittee on education on or by December 15, 2005.

5 PEER REVIEW PANEL REPEAL. The bill repeals the Code
6 section directing the department to establish regional review
7 panels for the purpose of evaluating teachers seeking an
8 advanced teacher designation and for auditing comprehensive
9 evaluations. The bill also makes conforming changes.

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REPRINTED

FEB 26 2002
Place On Calendar

HOUSE FILE 2549
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HSB 678)

Passed House, ^(P.737) Date 3-12-02
Vote: Ayes 94 Nays 0

Passed Senate, ^(P.1194) Date 4/12/02
Vote: Ayes 45 Nays 0

Approved May 6, 2002
Re-Passed 4-12-02
Vote 93-1

A BILL FOR

(P. 1513)

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HF2549

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21 ~~mentoring-and-induction-program~~ demonstrate competence in the
22 Iowa teaching standards in accordance with chapter 284, the
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30 and for recommendation for licensure based upon models
31 developed pursuant to section 256.9, subsection 50, and to
32 determine whether the teacher's practice meets the school
33 district expectations for a ~~career-ii-or-advanced~~
34 ~~level~~ teacher.

35 7. "Mentor" means an individual employed by a school

1 district or area education agency as a classroom teacher or a
2 retired teacher who holds a valid license issued under chapter
3 272. The individual must have a record of four years of
4 successful teaching practice, must be employed ~~as-a-classroom~~
5 ~~teacher~~ on a nonprobationary basis, and must demonstrate
6 professional commitment to both the improvement of teaching
7 and learning and the development of beginning teachers.

8 10. "Teacher" means an individual holding a practitioner's
9 license issued under chapter 272, who is employed in a
10 nonadministrative position as a teacher, librarian, media
11 specialist, or counselor ~~in-a-nonadministrative-position~~ by a
12 school district or area education agency pursuant to a
13 contract issued by a board of directors under section 279.13.
14 A teacher may be employed in both an administrative and a
15 nonadministrative position by a board of directors and shall
16 be considered a part-time teacher for the portion of time that
17 the teacher is employed in a nonadministrative position.
18 "Teacher" includes a licensed individual employed on a less
19 than full-time basis by a school district through a contract
20 between the school district and an institution of higher
21 education with a practitioner preparation program in which the
22 licensed teacher is enrolled.

23 Sec. 7. Section 284.2, Code Supplement 2001, is amended by
24 adding the following new subsections:

25 NEW SUBSECTION. 6A. "Intensive assistance" means
26 organizational support and assistance provided to teachers who
27 are not meeting school district teaching standards, including
28 but not limited to the Iowa teaching standards.

29 NEW SUBSECTION. 7A. "Performance review" means a
30 summative evaluation of a teacher other than a beginning
31 teacher and used to determine whether the teacher's practice
32 meets school district expectations and the Iowa teaching
33 standards.

34 Sec. 8. Section 284.3, subsection 2, paragraph b, Code
35 Supplement 2001, is amended to read as follows:

1 b. For purposes of comprehensive evaluations for teachers
2 ~~other-than~~ beginning teachers and performance reviews for
3 teachers, the school board shall convene the members of the
4 school board and representatives of the faculty, elected by
5 the faculty, to establish criteria based upon the models
6 developed pursuant to section 256.9, subsection 50. If the
7 parties are unable to reach agreement by July 1, ~~immediately~~
8 ~~after-the-school-year-in-which-a-contract-period-ends~~ 2004,
9 the model criteria shall become the school district's
10 criteria.

11 Sec. 9. Section 284.4, subsection 1, paragraphs c and e,
12 Code Supplement 2001, are amended to read as follows:

13 c. Provide, beginning in the ~~second~~ fourth year of
14 participation, the equivalent of two ~~or-more~~ additional
15 contract days, outside of instruction time, than were provided
16 in the school year preceding the first year of participation,
17 to provide additional time for teacher career development that
18 aligns with student learning and teacher development needs,
19 including the integration of technology into curriculum
20 development, in order to achieve attendance center and
21 district-wide student achievement goals outlined in the
22 district comprehensive school improvement plan. School
23 districts are encouraged to develop strategies for
24 restructuring the school calendar to provide for the most
25 effective professional development, evaluate their current
26 career development alignment with their student achievement
27 goals and research-based instructional strategies, and
28 implement district career development plans. A school
29 district that provides the equivalent of ten or more contract
30 days for career development is exempt from this paragraph.

31 e. Adopt a teacher evaluation plan that, at minimum,
32 requires a comprehensive-evaluation performance review of
33 teachers in the participating district at least once every
34 five three years based upon the Iowa teaching standards and
35 individual career development plans, and requires

1 administrators to complete evaluator training in accordance
2 with section 284.10.

3 Sec. 10. Section 284.5, Code Supplement 2001, is amended
4 to read as follows:

5 284.5 BEGINNING TEACHER MENTORING AND INDUCTION PROGRAM.

6 1. A beginning teacher mentoring and induction program is
7 created to promote excellence in teaching, enhance student
8 achievement, build a supportive environment within school
9 districts and area education agencies, increase the retention
10 of promising beginning teachers, and promote the personal and
11 professional well-being of classroom teachers. ~~Prior-to-the~~
12 ~~completion-of-the-2001-2002-school-year,-a-school-district~~
13 ~~shall,-at-a-minimum,-provide-an-approved-beginning-teacher~~
14 ~~mentoring-and-induction-program-for-all-classroom-teachers-who~~
15 ~~are-beginning-teachers-~~

16 2. The state board shall adopt rules to administer this
17 section.

18 3. ~~Notwithstanding-subsection-1,-a~~ Each school district
19 may and area education agency shall provide a beginning
20 teacher mentoring and induction program for all classroom
21 teachers who are beginning teachers ~~in~~ by the school years
22 year beginning ~~July-1,-2001,-and~~ July 1, 2002, and
23 notwithstanding section 284.4, subsection 1, a school district
24 is and an area education agency shall be eligible to receive
25 moneys under section 284.13, subsection 1, paragraph "c", for
26 each the fiscal year of-the-fiscal-period beginning July 1,
27 ~~2001~~ 2002, and ending June 30, 2003, to establish a beginning
28 teacher mentoring and induction program in accordance with
29 this section.

30 4. Each participating school district and area education
31 agency shall develop an initial beginning teacher mentoring
32 and induction plan. ~~The~~ A school district shall include its
33 plan shall-be-included in the school district's comprehensive
34 school improvement plan submitted pursuant to section 256.7,
35 subsection 21. The beginning teacher mentoring and induction

1 plan shall, at a minimum, provide for a two-year sequence of
2 induction program content and activities to support the Iowa
3 teaching standards and beginning teacher professional and
4 personal needs; mentor training that includes, at a minimum,
5 skills of classroom demonstration and coaching, and district
6 expectations for beginning teacher competence on Iowa teaching
7 standards; placement of mentors and beginning teachers; the
8 process for dissolving mentor and beginning teacher
9 partnerships; district organizational support for release time
10 for mentors and beginning teachers to plan, provide
11 demonstration of classroom practices, observe teaching, and
12 provide feedback; structure for mentor selection and
13 assignment of mentors to beginning teachers; a district
14 facilitator; and program evaluation.

15 5. A beginning teacher shall be informed by the school
16 district or the area education agency, prior to the beginning
17 teacher's participation in a mentoring and induction program,
18 of the criteria upon which the beginning teacher shall be
19 evaluated and of the evaluation process utilized by the school
20 district or area education agency.

21 6. Upon completion of the program, the beginning teacher
22 shall be comprehensively evaluated to determine if the teacher
23 meets expectations to move to the career level. The school
24 district or area education agency that employs the beginning
25 teacher shall recommend for an educational license a beginning
26 teacher who has-successfully-completed-the-program-for-an
27 educational-license is determined through a comprehensive
28 evaluation to demonstrate competence in the Iowa teaching
29 standards. A school district or area education agency may
30 offer a beginning teacher a third year of participation in the
31 program if, after conducting a comprehensive evaluation, the
32 school district determines that the teacher is likely to
33 successfully complete the mentoring and induction program by
34 the end of the third year of eligibility. A teacher granted a
35 third year of eligibility shall develop a teacher's mentoring

1 and induction program plan in accordance with this chapter and
2 shall undergo a comprehensive evaluation at the end of the
3 third year. The board of educational examiners shall grant a
4 one-year extension of the beginning teacher's provisional
5 license upon notification by the school district that the
6 teacher will participate in a third year of the school
7 district's program.

8 7. If a beginning teacher who is participating in a
9 mentoring and induction program leaves the employ of a
10 participating school district or area education agency prior
11 to completion of the program, the participating school
12 district or area education agency subsequently hiring the
13 beginning teacher shall credit the beginning teacher with the
14 time earned in the program prior to the subsequent hiring.

15 8. If the general assembly appropriates moneys for
16 purposes of this section, a school district or area education
17 agency is eligible to receive state assistance for up to two
18 years under this section for each teacher the school district
19 or area education agency employs who was formerly employed in
20 an accredited nonpublic school or in another state as a first-
21 year teacher. The school district or area education agency
22 employing the teacher shall determine the conditions and
23 requirements of a teacher participating in a program in
24 accordance with this subsection. The school district or area
25 education agency that employs the teacher shall recommend the
26 teacher for an educational license if the teacher, through a
27 comprehensive evaluation, is determined to demonstrate
28 competence in the Iowa teaching standards.

29 Sec. 11. Section 284.6, subsection 4, Code Supplement
30 2001, is amended to read as follows:

31 4. In cooperation with the teacher's supervisor, the
32 career teacher employed by a participating school district
33 shall develop an individual teacher career development plan.
34 The purpose of the plan is to promote individual and group
35 career development. The individual plan shall be based, at

1 minimum, on the needs of the teacher, the Iowa teaching
2 standards, and the student achievement goals of the attendance
3 center and the school district as outlined in the
4 comprehensive school improvement plan.

5 4A. The individual plan shall be reviewed by the teacher
6 and the teacher's supervisor at the teacher's annual review,
7 and shall be modified shall annually meet with the teacher to
8 review progress in meeting the goals in the teacher's
9 individual plan. The teacher shall present to the supervisor
10 evidence of progress. The purpose of the meeting shall be to
11 review the teacher's progress in meeting career development
12 goals in the plan and to review collaborative work with other
13 staff on student achievement goals and to modify as necessary
14 the teacher's individual plan to reflect the individual
15 teacher's and the school district's needs and the individual's
16 progress in meeting the goals in the plan.

17 Sec. 12. Section 284.7, subsection 2, unnumbered paragraph
18 1, Code Supplement 2001, is amended to read as follows:

19 It is the intent of the general assembly to establish and
20 require the implementation of and provide for the
21 implementation of the following additional career path levels
22 ~~by July 17, 2003:~~

23 Sec. 13. Section 284.8, Code Supplement 2001, is amended
24 by striking the section and inserting in lieu thereof the
25 following:

26 284.8 PERFORMANCE REVIEW REQUIREMENTS FOR TEACHERS.

27 1. Notwithstanding section 284.4, subsection 2, effective
28 July 1, 2004, and in addition to the provisions of chapter 20,
29 a participating school district shall review a teacher's
30 performance at least once every three years for purposes of
31 assisting teachers in making continuous improvement,
32 documenting continued competence in the Iowa teaching
33 standards, and identifying teachers in need of improvement.

34 The review shall include, at minimum, classroom observation of
35 the teacher, the teacher's progress, and implementation of the

1 teacher's individual career development plan; may include
2 supporting documentation from other supervisors, teachers,
3 parents, and students; and also may include video portfolios
4 as evidence of teaching practices.

5 2. If the supervisor determines as a result of a teacher's
6 performance review that the teacher is not meeting the Iowa
7 teaching standards, the model or district-developed criteria,
8 and the responsibilities of the teacher's assignment, the
9 supervisor may recommend to the district that the teacher
10 participate in an intensive assistance program provided by the
11 school district.

12 3. If a district does not recommend a teacher for
13 continued employment or advancement based upon a performance
14 review or participation in the district's intensive assistance
15 program, the provisions of chapters 20 and 279 shall apply.

16 Sec. 14. Section 284.10, subsections 4 through 6, Code
17 Supplement 2001, are amended to read as follows:

18 4. By July 1, ~~2002~~ 2003, a higher education institution
19 approved by the state board to provide an administrator
20 preparation program shall incorporate the evaluator training
21 program into the program offered by the institution.

22 5. Beginning July 1, ~~2002~~ 2003, the board of educational
23 examiners shall require certification as a condition of
24 issuing or renewing an administrator's license.

25 6. By July 1, ~~2004~~ 2005, the director shall develop and
26 implement an evaluator training certification renewal program
27 for administrators and other practitioners who need to renew a
28 certificate issued pursuant to this section.

29 Sec. 15. NEW SECTION. 284.11A ADVANCED TEACHER PILOT
30 PROGRAM.

31 1. It is the intent of the general assembly to establish
32 an advanced teacher pilot program to be implemented in
33 approved school districts during the school year beginning
34 July 1, 2003, and ending June 30, 2004.

35 2. The department shall develop recommendations for the

1 pilot program in consultation with the Iowa association of
2 school boards, the school administrators of Iowa, and the Iowa
3 state education association. The recommendations shall
4 include proposals for grant criteria, for measures by which a
5 school district may identify the characteristics that define
6 an advanced teacher, for maximum use of the advanced teacher's
7 skills and knowledge for the benefit of the school district
8 and its students, and a review process for the evaluation of
9 pilot program results. The department shall submit its
10 recommendations to the senate and house standing committees on
11 education and the joint appropriations subcommittee on
12 education on or by December 15, 2002.

13 Sec. 16. 2001 Iowa Acts, chapter 161, section 21, is
14 amended to read as follows:

15 SEC. 21. Section 272.33, Code 2001, is repealed effective
16 July 1, ~~2002~~ 2003.

17 Sec. 17. EFFECTIVE DATE. The section of this Act amending
18 2001 Iowa Acts, chapter 161, section 21, being deemed of
19 immediate importance, takes effect upon enactment.

20 EXPLANATION

21 This bill makes a number of changes related to the student
22 achievement and teacher quality program established under Code
23 chapter 284.

24 DEPARTMENT OF EDUCATION. The bill directs the state board
25 of education to adopt rules establishing standards for school
26 district and area education agency career development programs
27 and for individual teacher career development plans. The bill
28 directs the department of education, in consultation with the
29 board of educational examiners, to develop a transition plan
30 for the implementation of new career development standards
31 with regard to licensure renewal requirements. The bill
32 requires that practitioners be allowed credit for career
33 development completed prior to implementation of the career
34 development standards developed under the program.

35 NATIONAL BOARD CERTIFICATION. The bill extends the time

1 period during which teachers can be reimbursed by the state
2 for registering for national board for professional teaching
3 standards certification to June 30, 2005, from June 30, 2002.
4 The bill also extends from the year 2002, to the year 2005,
5 the deadline for teachers to qualify for an annual award for
6 achieving certification.

7 BEGINNING TEACHER PROVISIONS. Currently in Code, a
8 beginning teacher's licensure as a career teacher and the
9 ability of a probationary beginning teacher to appeal a
10 decision to an adjudicator or to the district court are both
11 tied to the teacher's successful completion of, or failure to
12 successfully complete, a beginning teacher mentoring and
13 induction program. Under the bill, these provisions are tied
14 to the beginning and probationary beginning teacher's ability
15 to, or failure to, demonstrate competence in the Iowa teaching
16 standards.

17 The bill allows state assistance to be used by area
18 education agencies for implementing beginning teacher
19 mentoring and induction programs. The bill also allows a
20 teacher who is participating in a program in one school
21 district to leave the district and receive credit for
22 participation in the program at the school district that next
23 employs the teacher. A school district or area education
24 agency that employs a teacher from another state can, under
25 the bill, receive state assistance for up to two years for the
26 teacher's participation in the program. The bill strikes
27 outdated language from the program provisions.

28 DEFINITIONS. The bill amends and adds to the definitions
29 in Code chapter 284. The bill provides that a "comprehensive
30 evaluation" means a summative evaluation of a beginning
31 teacher for purposes of determining that teacher's competency
32 relative to the Iowa teaching standards. Currently, the term
33 is applied to the evaluation of any teacher. The bill also
34 strikes a requirement that requires a mentor to be employed as
35 a classroom teacher. The bill makes nonsubstantive, stylistic

1 changes to the definition of "teacher".

2 New terms defined under the bill include "intensive
3 assistance", which means organizational support and assistance
4 provided to teachers who are not meeting school district
5 teaching standards, and "performance review", which means a
6 summative evaluation of a teacher other than a beginning
7 teacher and used to determine whether the teacher's practice
8 meets school district expectations and the Iowa teaching
9 standards. Under the bill, performance evaluations must take
10 place at least once every three years.

11 LOCAL CRITERIA DEADLINE. The bill provides that if school
12 boards and faculty members fail to agree on local enhancements
13 to the Iowa teaching standards by July 1, 2004, the model
14 criteria developed by the department of education will become
15 the school district's criteria.

16 CONTRACT DAYS. The bill extends the requirement that
17 participating school districts provide the equivalent of two
18 or more additional contract days by the second year of
19 participation in the student achievement and teacher quality
20 program, to a requirement that the additional contract days be
21 added by the fourth year of participation. However, the bill
22 limits to two the additional days needed by striking the words
23 "or more". The bill encourages school districts to evaluate
24 their current professional development assignment with their
25 student achievement goals and research-based instructional
26 strategies, and implement district career development plans.

27 CAREER DEVELOPMENT PLAN. The bill states that the purpose
28 of an individual teacher career development plan, which all
29 teachers are required to develop under the student achievement
30 and teacher quality program, is to promote individual and
31 group professional development.

32 PERFORMANCE REVIEW. The bill also provides for an annual
33 performance review, which a teacher's supervisor conducts to
34 review the teacher's progress on professional development
35 goals and collaborative work with other staff on student

1 achievement goals. During an evaluation, the teacher must
2 present evidence of progress to their supervisor.

3 CAREER PATH LEVELS. The bill strikes the July 1, 2003,
4 date by which the general assembly intends to establish and
5 require the implementation of the career II and advanced
6 career path levels.

7 The bill strikes a Code section relating to evaluation
8 requirements for career, career II, and advanced teachers and
9 replaces the language with language that provides for the
10 performance review requirements for teachers. The bill
11 requires school districts to conduct performance reviews by
12 July 1, 2004, for purposes of assisting teachers in making
13 continuous improvement, documenting continued competence in
14 the Iowa teaching standards, and identifying teachers in need
15 of improvement. A supervisor may recommend that the teacher
16 participate in an intensive assistance program provided by the
17 school district if the teacher is not meeting the state
18 standards or local criteria and the responsibilities of their
19 assignment. If a district does not recommend a teacher for
20 continued employment or advancement based upon a performance
21 review or participation in the district's intensive assistance
22 program, the teacher may appeal the decision as currently
23 provided in Code chapters 20 and 279.

24 EVALUATOR TRAINING DEADLINES. The bill extends from July
25 1, 2002, to July 1, 2003, the date by which approved
26 administrator preparation programs must incorporate the
27 evaluator training program into their programs and the date by
28 which the board of educational examiners must require
29 evaluator certification as a condition of issuing or renewing
30 an administrator's license. The bill extends from July 1,
31 2004, to July 1, 2005, the date by which the director of the
32 department of education must develop and implement an
33 evaluator training certification renewal program for
34 administrators and other practitioners. The bill also extends
35 the date for the repeal of Code section 272.33, which relates

1 to the current evaluator license administered by the board of
2 educational examiners, to July 1, 2003. The provision
3 extending the date for the repeal of Code section 272.33 takes
4 effect upon enactment.

5 ADVANCED TEACHER PILOT PROGRAM. The bill establishes
6 legislative intent to establish an advanced teacher pilot
7 program to be implemented in approved school districts during
8 the 2003-2004 school year. The department is directed to
9 develop recommendations for the pilot program in consultation
10 with education stakeholders, and to submit its recommendations
11 to the senate and house standing committees on education and
12 the joint appropriations subcommittee on education on or by
13 December 15, 2002. After the completion of the pilot
14 projects, the department must review the results and submit
15 its findings and recommendations to the senate and house
16 standing committees on education and the joint appropriations
17 subcommittee on education on or by December 15, 2005.

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HOUSE FILE 2549

H-8105

1 Amend House File 2549 as follows:

2 1. Page 1, line 14, by inserting after the word
3 "standards." the following: "The director shall
4 consult with school administrators, teachers, school
5 board members, and professional organizations
6 representing the majority of school nurses, preschool
7 teachers, and school social workers when developing
8 evaluation, advancement, and career development models
9 for school nurses, preschool teachers, and school
10 social workers."

11 2. Page 2, line 24, by inserting after the word
12 "subsections" the following: "1 through".

13 3. Page 2, by inserting after line 25 the
14 following:

15 "1. "Beginning teacher" means an individual
16 serving under an initial provisional license, issued
17 by the board of educational examiners under chapter
18 272, who is assuming a position as a classroom
19 teacher. For purposes of the beginning teacher
20 mentoring and induction program created pursuant to
21 section 284.5, "beginning teacher" also includes
22 preschool teachers who are licensed by the board of
23 educational examiners under chapter 272 and are
24 employed by a school district or area education
25 agency.

26 2. "Classroom teacher" means an individual who
27 holds a valid practitioner's license and who is
28 employed under a ~~teaching contract with a school~~
29 ~~district or area education agency in this state~~ issued
30 by a board of directors under section 279.13 to
31 provide classroom instruction to students, or as a
32 preschool teacher."

33 4. Page 3, line 11, by inserting after the word
34 "specialist," the following: "school nurse, preschool
35 teacher, school social worker,".

By WISE of Lee

H-8105 FILED FEBRUARY 27, 2002

w/d

3/12/02

(p. 126)

HOUSE FILE 2549

H-8107

1 Amend House File 2549 as follows:
 2 1. By striking page 1, line 23 through page 2,
 3 line 14.
 4 2. Page 10, by inserting after line 16 the
 5 following:
 6 "Sec. ____ . LEGISLATIVE INTENT. It is the intent
 7 of the general assembly that funds appropriated for
 8 purposes of the national board certification pilot
 9 project established pursuant to section 256.44, which
 10 remain unencumbered and unobligated at the close of
 11 the project, shall not revert but shall be reallocated
 12 to school districts by the department of education to
 13 be used for purposes of meeting the minimum career
 14 teacher salary provisions of section 284.7, subsection
 15 1, paragraph "b".
 16 3. By renumbering as necessary.

By MASCHER of Johnson

H-8107 FILED FEBRUARY 27, 2002

lost
3/12/02 (p. 718)

HOUSE FILE 2549

H-8110

1 Amend House File 2549 as follows:
 2 1. Page 9, line 15, by inserting after the word
 3 "apply." the following: "If a teacher objects to the
 4 contents or procedures of a performance review, the
 5 performance review shall be subject to the grievance
 6 procedures negotiated in accordance with chapter 20,
 7 unless disciplinary procedures have begun."

By STEVENS of Dickinson

H-8110 FILED FEBRUARY 27, 2002

w/d
3/12/02 (p. 736)

HOUSE FILE 2549

H-8114

1 Amend House File 2549 as follows:
 2 1. Page 10, by inserting after line 16 the
 3 following:
 4 "Sec. ____ . LEGISLATIVE INTENT. It is the intent
 5 of the general assembly to cease funding the statewide
 6 team-based variable pay pilot program created pursuant
 7 to section 284.11, and to reallocate any funds
 8 appropriated for the pilot program for the fiscal year
 9 beginning July 1, 2001, pursuant to section 284.13,
 10 subsection 1, paragraph "a", which remain unencumbered
 11 and unobligated at the end of the fiscal year, to
 12 school districts to be used for purposes of meeting
 13 the minimum career teacher salary provisions of
 14 section 284.7, subsection 1, paragraph "b".
 15 2. By renumbering as necessary.

By MASCHER of Johnson

H-8114 FILED FEBRUARY 27, 2002

lost 3/12/02 (p. 737)

HOUSE FILE 2549

H-8151

1 Amend House File 2549 as follows:

2 1. Page 2, by inserting after line 14 the
3 following:

4 "Sec. ____ . Section 272.2, subsection 16, Code
5 Supplement 2001, is amended by striking the
6 subsection."

7 2. Page 10, by inserting after line 12 the
8 following:

9 "Sec. ____ . Section 284.12, subsection 4, Code
10 Supplement 2001, is amended by striking the
11 subsection.

12 Sec. ____ . Section 284.13, subsection 1, paragraph
13 f, Code Supplement 2001, is amended to read as
14 follows:

15 f. For ~~each~~ the fiscal year ~~in the fiscal period~~
16 beginning July 1, ~~2001~~ 2002, and ending June 30, 2003,
17 up to five hundred thousand dollars to the ~~board of~~
18 ~~educational examiners for the fees and costs incurred~~
19 ~~in administering the Praxis II examination in~~
20 accordance with section 272.2 department of education
21 for purposes of meeting the minimum career teacher
22 salary provisions of section 284.7, subsection 1,
23 paragraph "b".

24 3. Page 10, by inserting after line 16 the
25 following:

26 "Sec. 101. REALLOCATION OF PRAXIS II FUNDS --
27 REPORT.

28 1. Funds appropriated to the board of educational
29 examiners for the fiscal year beginning July 1, 2001,
30 and ending June 30, 2002, for purposes of
31 administering the Praxis II examination, which remain
32 unencumbered or unobligated at the end of the fiscal
33 year shall not revert but shall be transferred to the
34 department of education and reallocated by the
35 department to school districts, using the formula set
36 forth in section 284.13, subsection 1, paragraph "g",
37 for purposes of meeting the minimum career teacher
38 salary provisions of section 284.7, subsection 1,
39 paragraph "b".

40 2. The board of educational examiners shall
41 compile statistical information from the results of
42 examinations administered pursuant to section 272.2,
43 subsection 16, Code 2001. The information compiled
44 shall identify the practitioner preparation programs
45 from which the applicants graduated, but shall not
46 identify applicants individually. The statistical
47 information compiled by the board pursuant to this
48 subsection is a public record. The board shall submit
49 a review of the statistical information to the
50 chairpersons and ranking members of the senate and

H-8151

H-8151

Page 2

- 1 house committees on education and the board by
 2 December 1, 2003."
 3 4. Page 10, by striking lines 17 through 19 and
 4 inserting the following:
 5 "Sec. ____ . EFFECTIVE DATES. The following
 6 sections of this Act, being deemed of immediate
 7 importance, take effect upon enactment:
 8 1. The section of this Act amending 2001 Iowa
 9 Acts, chapter 161, section 21.
 10 2. Section 101, subsection 1, relating to the
 11 reallocation of Praxis II funds."
 12 5. Title page, line 2, by striking the words "an
 13 effective date" and inserting the following:
 14 "effective dates".
 15 6. By renumbering as necessary.

Lost 3/12/02 (p. 729) By MASCHER of Johnson
 H-8151 FILED MARCH 1, 2002

HOUSE FILE 2549

H-8171

- 1 Amend House File 2549 as follows:
 2 1. Page 10, by inserting after line 16 the
 3 following:
 4 "Sec. ____ . DEPARTMENT OF EDUCATION REPORT. The
 5 department of education shall submit a report on the
 6 use by school districts of contract days, which the
 7 department shall prepare in consultation with the Iowa
 8 association of school boards, the school
 9 administrators of Iowa, and the Iowa state education
 10 association. The department shall chart the ways
 11 school districts use contract days, including but not
 12 limited to, the number of contract days school
 13 districts use for contact between teachers and
 14 students, for professional development, parent-teacher
 15 conferences, holidays, and any other use the school
 16 district may make of a contract day. The department
 17 shall develop recommendations for a statewide
 18 definition for the term "professional development
 19 day". The department shall submit progress reports
 20 prepared in accordance with this section to the senate
 21 and house standing committees on education and the
 22 joint appropriations subcommittee on education
 23 annually by December 15, and shall submit its final
 24 report by December 15, 2005."
 25 2. By renumbering as necessary.

By MASCHER of Johnson

H-8171 FILED MARCH 4, 2002

N/D 3/12/02 (p. 737)

HOUSE FILE 2549

H-8166

1 Amend House File 2549 as follows:

2 1. Page 8, by inserting after line 22 the
3 following:

4 "Sec. ____ . Section 284.7, subsection 2, paragraph
5 a, subparagraph (1), Code Supplement 2001, is amended
6 to read as follows:

7 (1) A Except as provided in subparagraph (3), a
8 career II teacher is a teacher who meets the
9 requirements of subsection 1, paragraph "b", has met
10 the requirements established by the school district
11 that employs the teacher, and is evaluated by the
12 school district as demonstrating the competencies of a
13 career II teacher. The teacher shall have
14 successfully completed a comprehensive evaluation in
15 order to be classified as a career II teacher.

16 Sec. ____ . Section 284.7, subsection 2, paragraph
17 a, Code Supplement 2001, is amended by adding the
18 following new subparagraph:

19 NEW SUBPARAGRAPH. (3) Notwithstanding any other
20 provision of this chapter, a teacher with fifteen or
21 more years of successful teaching experience as of
22 July 1, 2002, shall be designated a career II
23 teacher."

24 2. By renumbering as necessary.

By WINCKLER of Scott

PETERSEN of Polk

GREIMANN of Story

COHOON of Des Moines

LENSING of Johnson

H-8166 FILED MARCH 4, 2002

lost

3-12-02

(P. 736)

HOUSE FILE 2549

H-8165

1 Amend House File 2549 as follows:

2 1. Page 1, line 14, by inserting after the word
3 "standards." the following: "The director shall
4 consult with school administrators, teachers, school
5 board members, and professional organizations
6 representing the majority of school nurses,
7 counselors, and media specialists when developing
8 evaluation, advancement, and career development models
9 for school nurses, counselors, and media specialists."

10 2. Page 2, line 24, by inserting after the word
11 "subsections" the following: "1, 2,".

12 3. Page 2, by inserting after line 25 the
13 following:

14 "1. "Beginning teacher" means an individual
15 serving under an initial provisional license, issued
16 by the board of educational examiners under chapter
17 272, who is assuming a position as a classroom
18 teacher. For purposes of the beginning teacher
19 mentoring and induction program created pursuant to
20 section 284.5, "beginning teacher" also includes
21 school nurses, media specialists, and counselors
22 employed by a school district or area education
23 agency.

24 2. "Classroom teacher" means an individual who
25 holds a valid practitioner's license and who is
26 employed under a ~~teaching contract with a school~~
27 ~~district or area education agency in this state~~ issued
28 by a board of directors under section 279.13 to
29 provide classroom instruction to students, or as a
30 school nurse, media specialist, or a counselor."

31 4. Page 3, line 11, by inserting after the word
32 "specialist," the following: "school nurse,".

33 5. By renumbering as necessary.

By WINCKLER of Scott
GREIMANN of Story
LENSING of Johnson
MASCHER of Johnson

BUKTA of Clinton
PETERSEN of Polk
COHOON of Des Moines

H-8165 FILED MARCH 4, 2002

Loat
3/12/02
(p. 127)

HOUSE FILE 2549

H-8204

1 Amend House File 2549 as follows:
2 1. Page 2, by inserting after line 23 the
3 following:
4 "Sec. ____ . Section 279.46, Code 2001, is amended
5 to read as follows:
6 279.46 RETIREMENT INCENTIVES -- TAX.
7 The board of directors of a school district may
8 adopt a program for payment of a monetary bonus,
9 continuation of health or medical insurance coverage,
10 or other incentives for encouraging its employees to
11 retire before the normal retirement date as defined in
12 chapter 97B. The program is available only to
13 employees ~~between fifty-five and sixty-five years of~~
14 ~~age~~ who notify the board of directors prior to April 1
15 of the fiscal year that they intend to retire not
16 later than the next following June 30. ~~However, the~~
17 The age at which employees shall be designated
18 eligible for the program, within the age range of
19 fifty-five to sixty-five years of age, shall be at the
20 discretion of the board. An employee retiring under
21 this section ~~shall~~ may apply for a retirement
22 allowance under chapter 97B or chapter 294. The board
23 may include in the district management levy an amount
24 to pay the total estimated accumulated cost to the
25 school district of the health or medical insurance
26 coverage, bonus, or other incentives for employees
27 within the age range of fifty-five to sixty-five years
28 of age who retire under this section."
29 2. Title page, by striking lines 1 and 2, and
30 inserting the following: "An Act relating to students
31 and school district employees by amending the student
32 achievement and teacher quality program and language
33 pertaining to retirement incentives and providing an
34 effective date."

35 3. By renumbering as necessary.

By CARROLL of Poweshiek

H-8204 FILED MARCH 6, 2002

Adopted
3/12/02
(p. 730)

HOUSE FILE 2549

H-8234

1 Amend House File 2549 as follows:

2 1. Page 2, line 24, by inserting after the word
3 "subsections" the following: "1 through".

4 2. Page 2, by inserting after line 25 the
5 following:

6 "1. "Beginning teacher" means an individual
7 serving under an initial provisional license, issued
8 by the board of educational examiners under chapter
9 272, who is assuming a position as a classroom
10 teacher. For purposes of the beginning teacher
11 mentoring and induction program created pursuant to
12 section 284.5, "beginning teacher" also includes
13 preschool teachers who are licensed by the board of
14 educational examiners under chapter 272 and are
15 employed by a school district or area education
16 agency.

17 2. "Classroom teacher" means an individual who
18 holds a valid practitioner's license and who is
19 employed under a ~~teaching contract with a school~~
20 ~~district or area education agency in this state~~ issued
21 by a board of directors under section 279.13 to
22 provide classroom instruction to students, or as a
23 preschool teacher."

24 3. Page 3, line 11, by inserting after the word
25 "specialist," the following: "preschool teacher,".

26 4. By renumbering as necessary.

By WISE of Lee
CARROLL of Poweshiek
GRUNDBERG of Polk

H-8234 FILED MARCH 11, 2002

Adopted
3/12/02

(p. 732)

HOUSE FILE 2549

H-8237

1 Amend House File 2549 as follows:

2 1. Page 3, by striking lines 26 through 28 and
3 inserting the following: "the provision of
4 organizational support and technical assistance to
5 teachers, other than beginning teachers, for the
6 remediation of identified teaching and classroom
7 management concerns."

8 2. By striking page 3, line 34, through page 4,
9 line 10 and inserting the following:

10 "Sec. ____ Section 284.3, subsection 2, Code 2001,
11 is amended by striking the subsection and inserting in
12 lieu thereof the following:

13 2. A school board shall provide for the following:

14 a. By July 1, 2002, for purposes of comprehensive
15 evaluations for beginning teachers required to allow
16 beginning teachers to progress to career teachers,
17 standards and criteria that are the Iowa teaching
18 standards specified in subsection 1 and the model
19 criteria for the Iowa teaching standards developed by
20 the department in accordance with section 256.9,
21 subsection 50. These standards and criteria shall be
22 set forth in an instrument provided by the department.

23 The comprehensive evaluation and instrument are not
24 subject to negotiations or grievance procedures
25 pursuant to chapter 20 or determinations made by the
26 board of directors under section 279.14. A local
27 school board and its certified bargaining
28 representative may negotiate, pursuant to chapter 20,
29 evaluation and grievance procedures for beginning
30 teachers that are not in conflict with this chapter.

31 b. By July 1, 2004, for purposes of performance
32 reviews for teachers other than beginning teachers,
33 evaluations that contain, at a minimum, the Iowa
34 teaching standards specified in subsection 1, as well
35 as the model criteria for the Iowa teaching standards
36 developed by the department in accordance with section
37 256.9, subsection 50. A local school board and its
38 certified bargaining representative may negotiate,
39 pursuant to chapter 20, additional teaching standards
40 and criteria. A local school board and its certified
41 bargaining representative may negotiate, pursuant to
42 chapter 20, evaluation and grievance procedures for
43 teachers other than beginning teachers that are not in
44 conflict with this chapter."

45 3. Page 6, line 25, by striking the words "an
46 educational" and inserting the following: "a
47 standard".

48 4. Page 7, line 31, by striking the word
49 "supervisor" and inserting the following: "~~supervisor~~
50 evaluator".

H-8237

H-8237

Page 2

- 1 5. Page 8, line 6, by striking the word
2 "supervisor" and inserting the following:
3 "~~supervisor~~".
- 4 6. Page 8, line 7, by inserting after the word
5 "~~modified~~" the following: "evaluator".
- 6 7. Page 8, line 9, by striking the word
7 "supervisor" and inserting the following:
8 "evaluator".
- 9 8. Page 8, by striking lines 27 through 29 and
10 inserting the following:
11 "1. A participating school district shall review a
12 teacher's".
- 13 9. Page 9, line 2, by striking the word
14 "supervisors" and inserting the following:
15 "evaluators".
- 16 10. Page 9, by striking lines 5 through 15 and
17 inserting the following:
18 "2. If an evaluator determines, at any time, as a
19 result of a teacher's performance that the teacher is
20 not meeting district expectations under the Iowa
21 teaching standards specified in section 284.3,
22 subsection 1, paragraphs "a" through "g", the model
23 criteria for the Iowa teaching standards developed by
24 the department in accordance with section 256.9,
25 subsection 50, or any other standards or criteria
26 established in the collective bargaining agreement,
27 the evaluator may recommend to the district that the
28 teacher participate in an intensive assistance
29 program. The intensive assistance program and its
30 implementation are not subject to negotiation or
31 grievance procedures established pursuant to chapter
32 20. By July 1, 2004, all school districts must be
33 prepared to offer an intensive assistance program."
34 11. By renumbering as necessary.

By CARROLL of Poweshiek

H-8237 FILED MARCH 11, 2002

Adopted
3-12-02
(p. 735)

HOUSE FILE 2549

H-8239

1 Amend House File 2549 as follows:

2 1. Page 2, line 24, by inserting after the word
3 "subsections" the following: "1 through".

4 2. Page 2, by inserting after line 25 the
5 following:

6 "1. "Beginning teacher" means an individual
7 serving under an initial provisional license, issued
8 by the board of educational examiners under chapter
9 272, who is assuming a position as a classroom
10 teacher. For purposes of the beginning teacher
11 mentoring and induction program created pursuant to
12 section 284.5, "beginning teacher" also includes
13 preschool teachers who are licensed by the board of
14 educational examiners under chapter 272 and are
15 employed by a school district or area education
16 agency.

17 2. "Classroom teacher" means an individual who
18 holds a valid practitioner's license and who is
19 employed under a ~~teaching contract with a school~~
20 ~~district or area education agency in this state~~ issued
21 by a board of directors under section 279.13 to
22 provide classroom instruction to students, or as a
23 preschool teacher."

24 3. Page 3, line 11, by inserting after the word
25 "specialist," the following: "preschool teacher,".

26 4. Page 10, by inserting after line 16 the
27 following:

28 "Sec. ____ . STUDENT ACHIEVEMENT AND TEACHER QUALITY
29 -- SCHOOL NURSE INCLUSION PROPOSAL. The department of
30 education shall develop a proposal for including
31 school nurses within the student achievement and
32 teacher quality program. The proposal shall address
33 criteria for and evaluation of school nurses in
34 accordance with the program; mentoring, career
35 development, salaries and career levels for school
36 nurses under the program; and the costs of including
37 school nurses in each aspect of the program. The
38 department shall submit its proposal to the
39 chairpersons and ranking members of the senate and
40 house standing committees on education and the joint
41 appropriations subcommittee on education by December
42 15, 2002."

43 5. By renumbering as necessary.

By CARROLL of Poweshiek

H-8239 FILED MARCH 11, 2002

W/P

3/12/02

(P.733)

HOUSE FILE 2549

H-8252

1 Amend the amendment, H-8234, to House File 2549, as
2 follows:
3 1. Page 1, by inserting after line 25 the
4 following:
5 "____. Page 10, by inserting after line 16 the
6 following:
7 "Sec. ____ STUDENT ACHIEVEMENT AND TEACHER QUALITY
8 -- SCHOOL NURSE INCLUSION STUDY. The department of
9 education shall conduct a study regarding the
10 feasibility of including within the student
11 achievement and teacher quality program individuals
12 who hold a practitioner's license issued under chapter
13 272, or a letter of authorization or statement of
14 professional recognition issued by the board of
15 educational examiners, are employed in a
16 nonadministrative position by school districts and
17 area education agencies pursuant to contracts issued
18 by boards of directors under section 279.13, and are
19 not currently included in the program. The study
20 shall address mentoring, career development,
21 evaluation, and salaries and career levels for these
22 individuals, as well as the costs of including these
23 individuals in each aspect of the program. The
24 department shall submit its findings and
25 recommendations in a report to the chairpersons and
26 ranking members of the senate and house standing
27 committees on education and the joint appropriations
28 subcommittee on education by December 15, 2003.""
29 2. By renumbering as necessary.

By CARROLL of Poweshiek

H-8252 FILED MARCH 12, 2002

W/D
3/12/02 (p. 732)

HOUSE FILE 2549

H-8257

1 Amend the amendment, H-8237, to House File 2549, as
2 follows:
3 1. Page 1, line 10, by inserting after the word
4 "Code" the following: "Supplement".
5 2. Page 1, by striking line 44 and inserting the
6 following: "conflict with this chapter."
7 Sec. ____ Section 284.3, Code Supplement 2001, is
8 amended by adding the following new subsection:
9 NEW SUBSECTION. 3. The state board shall adopt by
10 rule pursuant to chapter 17A the model criteria
11 developed by the department in accordance with section
12 256.9, subsection 50.""
13 3. By renumbering as necessary.

By CARROLL of Poweshiek

H-8257 FILED MARCH 12, 2002

Adopted
3/12/02 (p. 735)

HOUSE FILE 2549

H-8258

1 Amend the amendment, H-8234, to House File 2549, as
2 follows:
3 1. Page 1, by inserting after line 25 the
4 following:
5 "____. Page 10, by inserting after line 16 the
6 following:
7 "Sec. ____ . STUDENT ACHIEVEMENT AND TEACHER QUALITY
8 -- INCLUSION STUDY. The department of education shall
9 conduct a study regarding the feasibility of including
10 within the student achievement and teacher quality
11 program individuals who hold a practitioner's license
12 issued under chapter 272, or a letter of authorization
13 or statement of professional recognition issued by the
14 board of educational examiners, are employed in a
15 nonadministrative position by school districts and
16 area education agencies pursuant to contracts issued
17 by boards of directors under section 279.13, and are
18 not currently included in the program. The study
19 shall address mentoring, career development,
20 evaluation, and salaries and career levels for these
21 individuals, as well as the costs of including these
22 individuals in each aspect of the program. The
23 department shall submit its findings and
24 recommendations in a report to the chairpersons and
25 ranking members of the senate and house standing
26 committees on education and the joint appropriations
27 subcommittee on education by December 15, 2003."
28 2. By renumbering as necessary.

By CARROLL of Poweshiek

H-8258 FILED MARCH 12, 2002

Adopted
3/12/02 (P. 732)

HOUSE FILE 2549

H-8260

1 Amend the amendment, H-8105, to House File 2549, as
2 follows:
3 1. Page 1, line 6, by inserting after the word
4 "nurses," the following: "counselors, media
5 specialists,".
6 2. Page 1, line 9, by inserting after the word
7 "nurses," the following: "counselors, media
8 specialists,".
9 3. Page 1, line 31, by inserting after the word
10 "a" the following: "school social worker or".

By WINCKLER of Scott

H-8260 FILED MARCH 12, 2002

o/o 3-12-02

(P. 726)

HOUSE FILE 2549

H-8261

1 Amend the amendment, H-8165, to House File 2549, as
2 follows:

3 1. Page 1, line 9, by inserting after the word
4 "nurses," the following: "preschool teachers, school
5 social workers,".

6 2. Page 1, by striking line 21 and inserting the
7 following: "preschool teachers who are licensed by
8 the board of educational examiners under chapter 272
9 and are".

10 3. Page 1, by striking line 30 and inserting the
11 following: "preschool teacher."

12 4. Page 1, line 32, by inserting after the word
13 "nurse," the following: "preschool teacher, school
14 social worker,".

By WINCKLER of Scott

H-8261 FILED MARCH 12, 2002

*a duplicate
3/12/02 (p 727)*

HOUSE FILE 2549

H-8263

1 Amend the amendment, H-8239, to House File 2549, as
2 follows:

3 1. Page 1, line 13, by inserting after the word
4 "teachers" the following: "and school social
5 workers".

6 2. Page 1, line 23, by inserting after the word
7 "teacher" the following: "or school social worker".

8 3. Page 1, line 25, by inserting after the word
9 "teacher," the following: "school social worker,".

By WINCKLER of Scott

H-8263 FILED MARCH 12, 2002

0/0 3-12-02

(p. 733)

HOUSE FILE 2549

H-8265

- 1 Amend the amendment, H-8234, to House File 2549, as
2 follows:
3 1. Page 1, by inserting after line 1 the
4 following:
5 "____. Page 1, line 14, by inserting after the
6 word "standards." the following: "The director shall
7 consult with school administrators, teachers, school
8 board members, and professional organizations
9 representing the majority of preschool teachers and
10 school social workers when developing evaluation,
11 advancement, and career development models for
12 preschool teachers and school social workers."
13 2. Page 1, line 13, by inserting after the word
14 "teachers" the following: "and school social
15 workers".
16 3. Page 1, line 23, by inserting after the word
17 "teacher" the following: "or school social worker".
18 4. Page 1, line 25, by inserting after the word
19 "teacher," the following: "school social worker,".
20 5. By renumbering as necessary.

By WINCKLER of Scott

H-8265 FILED MARCH 12, 2002

lost
3/12/02

(p. 732)

Legislative Fiscal Bureau

Fiscal Note

HF 2549 – Student Achievement and Teacher Quality Program Revisions (LSB 5247 HV)
Analyst: Shawn Snyder (Phone: (515) 281-7799)
Fiscal Note Version - New

Description

House File 2549 makes revisions to the Student Achievement and Teacher Quality Program that are to be implemented upon enactment.

Assumptions

1. Extending the sunset on the reimbursement time period for the registration costs of the National Board for Professional Teaching Standards Certification through FY 2005 will allow approximately 100 new candidates in FY 2003 to receive half of the \$2,300 fee reimbursement. If all candidates are successful, they would receive award funding in FY 2004. In FY 2002, \$1.9 million was allocated for this provision in HF 413 (Student Achievement and Teacher Quality Appropriation Act).
2. No additional costs are expected due to the revisions from the evaluations for teachers.
3. School districts will be provided a model intensive assistance program as part of the evaluator-training program. Any implementation costs for the intensive assistance program will be borne by the school district.
4. Continuation of Program funding will allow the Department of Education to conduct the required study and make recommendations to the 2003 General Assembly on an Advanced Teacher Pilot Program.
5. The Beginning Teacher Induction and Mentoring Program received \$2.4 million in FY 2002 and is designated to receive \$4.7 million in FY 2003, if sufficient funds are appropriated for the Program. However, the Department of Education estimates that only \$4.4 million will be required to continue implementing the Program.

Fiscal Impact

Funding for these programs in FY 2002 was included in an appropriation in HF 413 for the Student Achievement and Teacher Quality Program (appropriation amount of \$40.0 million).

However, if no funding is provided in FY 2003, the cost of funding the National Board Certification Program will be approximately \$1.9 million and the cost of funding the Beginning Teacher Induction and Mentoring Program is estimated to be \$4.4 million.

Source

Department of Education

/s/ Dennis C Prouty

March 12, 2002

The fiscal note and correctional impact statement for this bill was prepared pursuant to Joint Rule 17 and pursuant to Section 2.56, Code of Iowa. Data used in developing this fiscal note and correctional impact statement are available from the Legislative Fiscal Bureau to members of the Legislature upon request.

5-3/13/02 Education
5-3/14/02 Do Pass

HOUSE FILE 2549
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HSB 678)

(As Amended and Passed by the House March 12, 2002)

Passed House, Date ^(P.1513) 4/12/02 Passed Senate, Date ^(P.1194) 4/12/02
Vote: Ayes 93 Nays 1 Vote: Ayes 45 Nays 0
Approved May 6, 2002

A BILL FOR

1 An Act relating to students and school district employees by
2 amending the student achievement and teacher quality program
3 and language pertaining to retirement incentives and providing
4 an effective date.

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

6

7

House Amendments _____

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HF 2549

kh/es/25

1 Section 1. Section 256.7, Code Supplement 2001, is amended
2 by adding the following new subsection:

3 NEW SUBSECTION. 25. Adopt rules establishing standards
4 for school district and area education agency career
5 development programs and for individual teacher career
6 development plans in accordance with section 284.6.

7 Sec. 2. Section 256.9, subsection 50, Code Supplement
8 2001, is amended to read as follows:

9 50. Develop core knowledge and skill criteria models,
10 based upon the Iowa teaching standards, for the evaluation,
11 the advancement, and for teacher career development purposes
12 pursuant to chapter 284. The model criteria shall further
13 define the characteristics of quality teaching as established
14 by the Iowa teaching standards. The director, in consultation
15 with the board of educational examiners, shall also develop a
16 transition plan for implementation of the career development
17 standards developed pursuant to section 256.7, subsection 25,
18 with regard to licensure renewal requirements. The plan shall
19 include a requirement that practitioners be allowed credit for
20 career development completed prior to implementation of the
21 career development standards developed pursuant to section
22 256.7, subsection 25.

23 Sec. 3. Section 256.44, subsection 1, paragraph a, Code
24 2001, is amended to read as follows:

25 a. If a teacher registers for national board for
26 professional teaching standards certification prior to June
27 30, ~~2002~~ 2005, a one-time initial reimbursement award in the
28 amount of up to one-half of the registration fee paid by the
29 teacher for registration for certification by the national
30 board for professional teaching standards. The teacher shall
31 apply to the department of education within one year of
32 registration, submitting to the department any documentation
33 the department requires. A teacher who receives an initial
34 reimbursement award shall receive a one-time final
35 registration award in the amount of the remaining national

1 board registration fee paid by the teacher if the teacher
2 notifies the department of the teacher's certification
3 achievement and submits any documentation requested by the
4 department.

5 Sec. 4. Section 256.44, subsection 1, paragraph b,
6 subparagraph (2), unnumbered paragraph 1, Code 2001, is
7 amended to read as follows:

8 If the teacher registers for national board for
9 professional teaching standards certification between January
10 1, 1999, and January 1, ~~2002~~ 2005, and achieves certification
11 within three years from the date of initial score
12 notification, an annual award in the amount of two thousand
13 five hundred dollars upon achieving certification by the
14 national board of professional teaching standards.

15 Sec. 5. Section 279.19, unnumbered paragraph 2, Code
16 Supplement 2001, is amended to read as follows:

17 In the case of the termination of a probationary teacher's
18 contract, the provisions of sections 279.15 and 279.16 shall
19 apply. However, if the probationary teacher is a beginning
20 teacher who fails to ~~successfully-complete-a-beginning-teacher~~
21 ~~mentoring-and-induction-program~~ demonstrate competence in the
22 Iowa teaching standards in accordance with chapter 284, the
23 provisions of sections 279.17 and 279.18 shall also apply.

24 Sec. 6. Section 279.46, Code 2001, is amended to read as
25 follows:

26 279.46 RETIREMENT INCENTIVES -- TAX.

27 The board of directors of a school district may adopt a
28 program for payment of a monetary bonus, continuation of
29 health or medical insurance coverage, or other incentives for
30 encouraging its employees to retire before the normal
31 retirement date as defined in chapter 97B. The program is
32 available only to employees ~~between-fifty-five-and-sixty-five~~
33 years-of-age who notify the board of directors prior to April
34 1 of the fiscal year that they intend to retire not later than
35 the next following June 30. ~~However, the~~ The age at which

1 employees shall be designated eligible for the program, within
2 the age range of fifty-five to sixty-five years of age, shall
3 be at the discretion of the board. An employee retiring under
4 this section shall may apply for a retirement allowance under
5 chapter 97B or chapter 294. The board may include in the
6 district management levy an amount to pay the total estimated
7 accumulated cost to the school district of the health or
8 medical insurance coverage, bonus, or other incentives for
9 employees within the age range of fifty-five to sixty-five
10 years of age who retire under this section.

11 Sec. 7. Section 284.2, subsections 1 through 3, 7, and 10,
12 Code Supplement 2001, are amended to read as follows:

13 1. "Beginning teacher" means an individual serving under
14 an initial provisional license, issued by the board of
15 educational examiners under chapter 272, who is assuming a
16 position as a classroom teacher. For purposes of the
17 beginning teacher mentoring and induction program created
18 pursuant to section 284.5, "beginning teacher" also includes
19 preschool teachers who are licensed by the board of
20 educational examiners under chapter 272 and are employed by a
21 school district or area education agency.

22 2. "Classroom teacher" means an individual who holds a
23 valid practitioner's license and who is employed under a
24 teaching contract with a school district or area education
25 agency in this state issued by a board of directors under
26 section 279.13 to provide classroom instruction to students,
27 or as a preschool teacher.

28 3. "Comprehensive evaluation" means a summative evaluation
29 of a beginning teacher conducted by an evaluator for purposes
30 of performance review, or determining a beginning teacher's
31 level of competency relative to the Iowa teaching standards
32 and for recommendation for licensure based upon models
33 developed pursuant to section 256.9, subsection 50, and to
34 determine whether the teacher's practice meets the school
35 district expectations for a career, career-II, or advanced

1 ~~level~~ teacher.

2 7. "Mentor" means an individual employed by a school
3 district or area education agency as a classroom teacher or a
4 retired teacher who holds a valid license issued under chapter
5 272. The individual must have a record of four years of
6 successful teaching practice, must be employed ~~as-a-classroom~~
7 ~~teacher~~ on a nonprobationary basis, and must demonstrate
8 professional commitment to both the improvement of teaching
9 and learning and the development of beginning teachers.

10 10. "Teacher" means an individual holding a practitioner's
11 license issued under chapter 272, who is employed in a
12 nonadministrative position as a teacher, librarian, media
13 specialist, preschool teacher, or counselor ~~in-a~~
14 ~~nonadministrative-position~~ by a school district or area
15 education agency pursuant to a contract issued by a board of
16 directors under section 279.13. A teacher may be employed in
17 both an administrative and a nonadministrative position by a
18 board of directors and shall be considered a part-time teacher
19 for the portion of time that the teacher is employed in a
20 nonadministrative position. "Teacher" includes a licensed
21 individual employed on a less than full-time basis by a school
22 district through a contract between the school district and an
23 institution of higher education with a practitioner
24 preparation program in which the licensed teacher is enrolled.

25 Sec. 8. Section 284.2, Code Supplement 2001, is amended by
26 adding the following new subsections:

27 NEW SUBSECTION. 6A. "Intensive assistance" means the
28 provision of organizational support and technical assistance
29 to teachers, other than beginning teachers, for the
30 remediation of identified teaching and classroom management
31 concerns.

32 NEW SUBSECTION. 7A. "Performance review" means a
33 summative evaluation of a teacher other than a beginning
34 teacher and used to determine whether the teacher's practice
35 meets school district expectations and the Iowa teaching

1 standards.

2 Sec. 9. Section 284.3, subsection 2, Code Supplement 2001,
3 is amended by striking the subsection and inserting in lieu
4 thereof the following:

5 2. A school board shall provide for the following:

6 a. By July 1, 2002, for purposes of comprehensive
7 evaluations for beginning teachers required to allow beginning
8 teachers to progress to career teachers, standards and
9 criteria that are the Iowa teaching standards specified in
10 subsection 1 and the model criteria for the Iowa teaching
11 standards developed by the department in accordance with
12 section 256.9, subsection 50. These standards and criteria
13 shall be set forth in an instrument provided by the
14 department. The comprehensive evaluation and instrument are
15 not subject to negotiations or grievance procedures pursuant
16 to chapter 20 or determinations made by the board of directors
17 under section 279.14. A local school board and its certified
18 bargaining representative may negotiate, pursuant to chapter
19 20, evaluation and grievance procedures for beginning teachers
20 that are not in conflict with this chapter.

21 b. By July 1, 2004, for purposes of performance reviews
22 for teachers other than beginning teachers, evaluations that
23 contain, at a minimum, the Iowa teaching standards specified
24 in subsection 1, as well as the model criteria for the Iowa
25 teaching standards developed by the department in accordance
26 with section 256.9, subsection 50. A local school board and
27 its certified bargaining representative may negotiate,
28 pursuant to chapter 20, additional teaching standards and
29 criteria. A local school board and its certified bargaining
30 representative may negotiate, pursuant to chapter 20,
31 evaluation and grievance procedures for teachers other than
32 beginning teachers that are not in conflict with this chapter.

33 Sec. 10. Section 284.3, Code Supplement 2001, is amended
34 by adding the following new subsection:

35 NEW SUBSECTION. 3. The state board shall adopt by rule

1 pursuant to chapter 17A the model criteria developed by the
2 department in accordance with section 256.9, subsection 50.

3 Sec. 11. Section 284.4, subsection 1, paragraphs c and e,
4 Code Supplement 2001, are amended to read as follows:

5 c. Provide, beginning in the second fourth year of
6 participation, the equivalent of two ~~or more~~ additional
7 contract days, outside of instruction time, than were provided
8 in the school year preceding the first year of participation,
9 to provide additional time for teacher career development that
10 aligns with student learning and teacher development needs,
11 including the integration of technology into curriculum
12 development, in order to achieve attendance center and
13 district-wide student achievement goals outlined in the
14 district comprehensive school improvement plan. School
15 districts are encouraged to develop strategies for
16 restructuring the school calendar to provide for the most
17 effective professional development, evaluate their current
18 career development alignment with their student achievement
19 goals and research-based instructional strategies, and
20 implement district career development plans. A school
21 district that provides the equivalent of ten or more contract
22 days for career development is exempt from this paragraph.

23 e. Adopt a teacher evaluation plan that, at minimum,
24 requires a comprehensive-evaluation performance review of
25 teachers in the participating district at least once every
26 five three years based upon the Iowa teaching standards and
27 individual career development plans, and requires
28 administrators to complete evaluator training in accordance
29 with section 284.10.

30 Sec. 12. Section 284.5, Code Supplement 2001, is amended
31 to read as follows:

32 284.5 BEGINNING TEACHER MENTORING AND INDUCTION PROGRAM.

33 1. A beginning teacher mentoring and induction program is
34 created to promote excellence in teaching, enhance student
35 achievement, build a supportive environment within school

1 districts and area education agencies, increase the retention
2 of promising beginning teachers, and promote the personal and
3 professional well-being of classroom teachers. ~~Prior to the~~
4 ~~completion of the 2001-2002 school year, a school district~~
5 ~~shall, at a minimum, provide an approved beginning teacher~~
6 ~~mentoring and induction program for all classroom teachers who~~
7 ~~are beginning teachers.~~

8 2. The state board shall adopt rules to administer this
9 section.

10 3. ~~Notwithstanding subsection 17-a~~ Each school district
11 may and area education agency shall provide a beginning
12 teacher mentoring and induction program for all classroom
13 teachers who are beginning teachers in by the school years
14 year beginning ~~July 1, 2001,~~ and July 1, 2002, and
15 notwithstanding section 284.4, subsection 1, a school district
16 is and an area education agency shall be eligible to receive
17 moneys under section 284.13, subsection 1, paragraph "c", for
18 each the fiscal year ~~of the fiscal period~~ beginning July 1,
19 ~~2001~~ 2002, and ending June 30, 2003, to establish a beginning
20 teacher mentoring and induction program in accordance with
21 this section.

22 4. Each participating school district and area education
23 agency shall develop an initial beginning teacher mentoring
24 and induction plan. ~~The~~ A school district shall include its
25 ~~plan shall be included~~ in the school district's comprehensive
26 school improvement plan submitted pursuant to section 256.7,
27 subsection 21. The beginning teacher mentoring and induction
28 plan shall, at a minimum, provide for a two-year sequence of
29 induction program content and activities to support the Iowa
30 teaching standards and beginning teacher professional and
31 personal needs; mentor training that includes, at a minimum,
32 skills of classroom demonstration and coaching, and district
33 expectations for beginning teacher competence on Iowa teaching
34 standards; placement of mentors and beginning teachers; the
35 process for dissolving mentor and beginning teacher

1 partnerships; district organizational support for release time
2 for mentors and beginning teachers to plan, provide
3 demonstration of classroom practices, observe teaching, and
4 provide feedback; structure for mentor selection and
5 assignment of mentors to beginning teachers; a district
6 facilitator; and program evaluation.

7 5. A beginning teacher shall be informed by the school
8 district or the area education agency, prior to the beginning
9 teacher's participation in a mentoring and induction program,
10 of the criteria upon which the beginning teacher shall be
11 evaluated and of the evaluation process utilized by the school
12 district or area education agency.

13 6. Upon completion of the program, the beginning teacher
14 shall be comprehensively evaluated to determine if the teacher
15 meets expectations to move to the career level. The school
16 district or area education agency that employs the beginning
17 teacher shall recommend for a standard license a beginning
18 teacher who ~~has successfully completed the program for an~~
19 educational license is determined through a comprehensive
20 evaluation to demonstrate competence in the Iowa teaching
21 standards. A school district or area education agency may
22 offer a beginning teacher a third year of participation in the
23 program if, after conducting a comprehensive evaluation, the
24 school district determines that the teacher is likely to
25 successfully complete the mentoring and induction program by
26 the end of the third year of eligibility. A teacher granted a
27 third year of eligibility shall develop a teacher's mentoring
28 and induction program plan in accordance with this chapter and
29 shall undergo a comprehensive evaluation at the end of the
30 third year. The board of educational examiners shall grant a
31 one-year extension of the beginning teacher's provisional
32 license upon notification by the school district that the
33 teacher will participate in a third year of the school
34 district's program.

35 7. If a beginning teacher who is participating in a

1 mentoring and induction program leaves the employ of a
2 participating school district or area education agency prior
3 to completion of the program, the participating school
4 district or area education agency subsequently hiring the
5 beginning teacher shall credit the beginning teacher with the
6 time earned in the program prior to the subsequent hiring.

7 8. If the general assembly appropriates moneys for
8 purposes of this section, a school district or area education
9 agency is eligible to receive state assistance for up to two
10 years under this section for each teacher the school district
11 or area education agency employs who was formerly employed in
12 an accredited nonpublic school or in another state as a first-
13 year teacher. The school district or area education agency
14 employing the teacher shall determine the conditions and
15 requirements of a teacher participating in a program in
16 accordance with this subsection. The school district or area
17 education agency that employs the teacher shall recommend the
18 teacher for an educational license if the teacher, through a
19 comprehensive evaluation, is determined to demonstrate
20 competence in the Iowa teaching standards.

21 Sec. 13. Section 284.6, subsection 4, Code Supplement
22 2001, is amended to read as follows:

23 4. In cooperation with the teacher's supervisor evaluator,
24 the career teacher employed by a participating school district
25 shall develop an individual teacher career development plan.
26 The purpose of the plan is to promote individual and group
27 career development. The individual plan shall be based, at
28 minimum, on the needs of the teacher, the Iowa teaching
29 standards, and the student achievement goals of the attendance
30 center and the school district as outlined in the
31 comprehensive school improvement plan.

32 4A. The individual plan shall be reviewed by the teacher
33 and the teacher's supervisor at the teacher's annual review,
34 and shall be modified evaluator shall annually meet with the
35 teacher to review progress in meeting the goals in the

1 teacher's individual plan. The teacher shall present to the
2 evaluator evidence of progress. The purpose of the meeting
3 shall be to review the teacher's progress in meeting career
4 development goals in the plan and to review collaborative work
5 with other staff on student achievement goals and to modify as
6 necessary the teacher's individual plan to reflect the
7 individual teacher's and the school district's needs and the
8 individual's progress in meeting the goals in the plan.

9 Sec. 14. Section 284.7, subsection 2, unnumbered paragraph
10 1, Code Supplement 2001, is amended to read as follows:

11 It is the intent of the general assembly to establish and
12 require the implementation of and provide for the
13 implementation of the following additional career path levels
14 ~~by July 17, 2003:~~

15 Sec. 15. Section 284.8, Code Supplement 2001, is amended
16 by striking the section and inserting in lieu thereof the
17 following:

18 284.8 PERFORMANCE REVIEW REQUIREMENTS FOR TEACHERS.

19 1. A participating school district shall review a
20 teacher's performance at least once every three years for
21 purposes of assisting teachers in making continuous
22 improvement, documenting continued competence in the Iowa
23 teaching standards, and identifying teachers in need of
24 improvement. The review shall include, at minimum, classroom
25 observation of the teacher, the teacher's progress, and
26 implementation of the teacher's individual career development
27 plan; may include supporting documentation from other
28 evaluators, teachers, parents, and students; and also may
29 include video portfolios as evidence of teaching practices.

30 2. If an evaluator determines, at any time, as a result of
31 a teacher's performance that the teacher is not meeting
32 district expectations under the Iowa teaching standards
33 specified in section 284.3, subsection 1, paragraphs "a"
34 through "q", the model criteria for the Iowa teaching
35 standards developed by the department in accordance with

1 section 256.9, subsection 50, or any other standards or
2 criteria established in the collective bargaining agreement,
3 the evaluator may recommend to the district that the teacher
4 participate in an intensive assistance program. The intensive
5 assistance program and its implementation are not subject to
6 negotiation or grievance procedures established pursuant to
7 chapter 20. By July 1, 2004, all school districts must be
8 prepared to offer an intensive assistance program.

9 Sec. 16. Section 284.10, subsections 4 through 6, Code
10 Supplement 2001, are amended to read as follows:

11 4. By July 1, ~~2002~~ 2003, a higher education institution
12 approved by the state board to provide an administrator
13 preparation program shall incorporate the evaluator training
14 program into the program offered by the institution.

15 5. Beginning July 1, ~~2002~~ 2003, the board of educational
16 examiners shall require certification as a condition of
17 issuing or renewing an administrator's license.

18 6. By July 1, ~~2004~~ 2005, the director shall develop and
19 implement an evaluator training certification renewal program
20 for administrators and other practitioners who need to renew a
21 certificate issued pursuant to this section.

22 Sec. 17. NEW SECTION. 284.11A ADVANCED TEACHER PILOT
23 PROGRAM.

24 1. It is the intent of the general assembly to establish
25 an advanced teacher pilot program to be implemented in
26 approved school districts during the school year beginning
27 July 1, 2003, and ending June 30, 2004.

28 2. The department shall develop recommendations for the
29 pilot program in consultation with the Iowa association of
30 school boards, the school administrators of Iowa, and the Iowa
31 state education association. The recommendations shall
32 include proposals for grant criteria, for measures by which a
33 school district may identify the characteristics that define
34 an advanced teacher, for maximum use of the advanced teacher's
35 skills and knowledge for the benefit of the school district

1 and its students, and a review process for the evaluation of
2 pilot program results. The department shall submit its
3 recommendations to the senate and house standing committees on
4 education and the joint appropriations subcommittee on
5 education on or by December 15, 2002.

6 Sec. 18. 2001 Iowa Acts, chapter 161, section 21, is
7 amended to read as follows:

8 SEC. 21. Section 272.33, Code 2001, is repealed effective
9 July 1, ~~2002~~ 2003.

10 Sec. 19. STUDENT ACHIEVEMENT AND TEACHER QUALITY --
11 INCLUSION STUDY. The department of education shall conduct a
12 study regarding the feasibility of including within the
13 student achievement and teacher quality program individuals
14 who hold a practitioner's license issued under chapter 272, or
15 a letter of authorization or statement of professional
16 recognition issued by the board of educational examiners, are
17 employed in a nonadministrative position by school districts
18 and area education agencies pursuant to contracts issued by
19 boards of directors under section 279.13, and are not
20 currently included in the program. The study shall address
21 mentoring, career development, evaluation, and salaries and
22 career levels for these individuals, as well as the costs of
23 including these individuals in each aspect of the program.
24 The department shall submit its findings and recommendations
25 in a report to the chairpersons and ranking members of the
26 senate and house standing committees on education and the
27 joint appropriations subcommittee on education by December 15,
28 2003.

29 Sec. 20. EFFECTIVE DATE. The section of this Act amending
30 2001 Iowa Acts, chapter 161, section 21, being deemed of
31 immediate importance, takes effect upon enactment.

32
33
34
35

HOUSE FILE 2549

S-5445

1 Amend House File 2549, as amended, passed, and
2 reprinted by the House, as follows:

3 1. By striking page 1, line 1, through page 2,
4 line 23, and inserting the following:

5 "Section 1. Section 256.9, subsection 50, Code
6 Supplement 2001, is amended by striking the
7 subsection.

8 Sec. _____. Section 272.2, subsection 1, paragraph
9 b, Code Supplement 2001, is amended by striking the
10 paragraph.

11 Sec. _____. Section 272.2, subsection 16, Code
12 Supplement 2001, is amended by striking the
13 subsection."

14 2. By striking page 3, line 11, through page 12,
15 line 31, and inserting the following:

16 "Sec. _____. Section 284.2, subsections 3, 6, and 8
17 through 10, Code Supplement 2001, are amended by
18 striking the subsections.

19 Sec. _____. Section 284.5, subsection 1, Code
20 Supplement 2001, is amended to read as follows:

21 1. A beginning teacher mentoring and induction
22 program is created to promote excellence in teaching,
23 enhance student achievement, build a supportive
24 environment within school districts, increase the
25 retention of promising beginning teachers, and promote
26 the personal and professional well-being of classroom
27 teachers. ~~Prior to the completion of the 2001-2002~~
28 ~~school year~~ If the general assembly appropriates
29 moneys for purposes of implementing a statewide
30 beginning teacher mentoring and induction program, a
31 school district shall, at a minimum, provide an
32 approved beginning teacher mentoring and induction
33 program for all classroom teachers who are beginning
34 teachers.

35 Sec. _____. Section 284.5, subsection 3, Code
36 Supplement 2001, is amended by striking the
37 subsection.

38 Sec. _____. Section 284.5, subsection 6, Code
39 Supplement 2001, is amended to read as follows:

40 6. Upon completion of the program, the beginning
41 teacher shall be ~~comprehensively~~ evaluated to
42 determine if the teacher meets school district
43 expectations to move to the career level for a
44 classroom teacher. The school district shall
45 recommend a beginning teacher who has successfully
46 completed the program for an educational license. A
47 school district may offer a teacher a third year of
48 participation in the program if, after conducting a
49 ~~comprehensive~~ an evaluation, the school district
50 determines that the teacher is likely to successfully

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1 complete the mentoring and induction program by the
2 end of the third year of eligibility. A teacher
3 granted a third year of eligibility shall develop a
4 teacher's mentoring and induction program plan in
5 accordance with this chapter and shall undergo a
6 ~~comprehensive~~ an evaluation at the end of the third
7 year. The board of educational examiners shall grant
8 a one-year extension of the beginning teacher's
9 provisional license upon notification by the school
10 district that the teacher will participate in a third
11 year of the school district's program.

12 Sec. _____. Section 284.6, Code Supplement 2001, is
13 amended by striking the section and inserting in lieu
14 thereof the following:

15 284.6 BEGINNING TEACHER MENTORING AND INDUCTION --
16 AWARD -- STATE SUBSIDY.

17 1. A mentor in a beginning teacher mentoring and
18 induction program approved under this chapter shall be
19 eligible for an award of one thousand dollars per
20 semester, at a minimum, for participation in the
21 program, which shall be paid from moneys received
22 pursuant to this chapter by the school district.

23 2. Moneys received by a school district pursuant
24 to this chapter shall be expended to provide mentors
25 with awards in accordance with subsection 1, to
26 implement the plan, to provide for a stipend for the
27 district facilitator, and to pay any applicable costs
28 of the employer's share of contributions to federal
29 social security and the Iowa public employees'
30 retirement system or a pension and annuity retirement
31 system established under chapter 294, for such amounts
32 paid by the district.

33 3. Moneys received by a school district under this
34 chapter are miscellaneous income for purposes of
35 chapter 257 or are considered encumbered. A school
36 district shall maintain a separate listing within its
37 budget for payments received and expenditures made
38 pursuant to this section.

39 Sec. _____. Section 294A.14, unnumbered paragraph 3,
40 Code Supplement 2001, is amended to read as follows:

41 A plan shall be developed using the procedure
42 specified under section 294A.15. The plan shall
43 provide for the establishment of a performance-based
44 pay plan, a supplemental pay plan, a combination of
45 the two pay plans, or comprehensive school
46 transformation programs, and shall include a budget
47 for the cost of implementing the plan. In addition to
48 the costs of providing additional salary for teachers
49 and the amount required to pay the employers' share of
50 the federal social security and Iowa public employees'

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1 retirement system, or a pension and annuity retirement
2 system established under chapter 294, and payments on
3 the additional salary, the budget may include costs
4 associated with providing specialized or general
5 training. Moneys received under phase III shall not
6 be used to employ additional employees of a school
7 district, except that phase III moneys may be used to
8 employ substitute teachers, part-time teachers, and
9 other employees needed to implement plans that provide
10 innovative staffing patterns, or require that a
11 teacher employed on a full-time basis be absent from
12 the classroom for specified periods for fulfilling
13 other instructional duties ~~or to participate on a peer~~
14 ~~review team or in peer coaching efforts~~. However, all
15 teachers employed are eligible to receive additional
16 salary under an approved plan.

17 Sec. _____. Sections 272.28, 284.1, 284.3, 284.4,
18 and 284.7 through 284.13, Code Supplement 2001, are
19 repealed.

20 Sec. _____. 2001 Iowa Acts, chapter 161, section 21,
21 is repealed.

22 Sec. _____. EFFECTIVE DATE. The provision of this
23 Act repealing 2001 Iowa Acts, chapter 161, section 21,
24 being deemed of immediate importance, takes effect
25 upon enactment."

26 3. Title page, line 2, by striking the word
27 "amending" and inserting the following:
28 "eliminating".

29 4. Title page, line 3, by inserting before the
30 word "language" the following: "amending".

By BILL FINK

S-5445 FILED APRIL 10, 2002

Lost
4/12/02
(P 1194)

HOUSE FILE 2549

S-5500

1 Amend House File 2549, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 2, by inserting after line 14, the
4 following:

5 "Sec. ____ . Section 279.17, unnumbered paragraphs 1
6 and 2, Code 2001, are amended to read as follows:

7 ~~If the teacher is no longer a probationary teacher,~~
8 ~~the~~ The teacher may, within ten days, appeal the
9 determination of the board to an adjudicator by filing
10 a notice of appeal with the secretary of the board.
11 The notice of appeal shall contain a concise statement
12 of the action which is the subject of the appeal, the
13 particular board action appealed from, the grounds on
14 which relief is sought and the relief sought.

15 Within five days following receipt by the secretary
16 of the notice of appeal, the board or the board's
17 legal representative, if any, and the teacher or the
18 teacher's representative, if any, may select an
19 adjudicator who resides within the boundaries of the
20 merged area in which the school district is located.
21 If an adjudicator cannot be mutually agreed upon
22 within the five-day period, the secretary shall notify
23 the chairperson of the public employment relations
24 board by transmitting the notice of appeal, and the
25 chairperson of the public employment relations board
26 shall within five days provide a list of five
27 adjudicators to the parties. Within three days from
28 receipt of the list of adjudicators, the parties shall
29 select an adjudicator by alternately removing a name
30 from the list until only one name remains. The person
31 whose name remains shall be the adjudicator. The
32 parties shall determine by lot which party shall
33 remove the first name from the list submitted by the
34 chairperson of the public employment relations board.
35 The secretary of the board shall inform the
36 chairperson of the public employee relations board of
37 the name of the adjudicator selected. If the teacher
38 is a probationary teacher, the adjudicator shall have
39 successfully completed training related to the Iowa
40 teaching standards, the model criteria adopted by the
41 state board of education in accordance with section
42 284.3, subsection 3, and any additional training
43 required under rules adopted by the public employment
44 relations board in cooperation with the state board of
45 education."

46 2. Page 4, line 31, by inserting after the word
47 "concerns" the following: "for a period not to exceed
48 twelve months".

49 3. Page 5, line 1, by inserting after the word
50 "standards" the following: ", and to determine

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1 whether the teacher's practice meets school district
2 expectations for career advancement in accordance with
3 section 284.7".

4 4. Page 9, line 18, by striking the words "an
5 educational" and inserting the following: "a
6 standard".

7 5. Page 9, line 25, by inserting after the word
8 "plan." the following: "The evaluator shall consult
9 with the teacher's supervisor on the development of
10 the individual teacher career development plan."

11 6. Page 10, line 8, by inserting after the word
12 "plan." the following: "The teacher's supervisor
13 shall review, modify, or accept modifications made to
14 the teacher's individual plan."

15 7. Page 10, line 23, by striking the word "and".

16 8. Page 10, line 24, by inserting after the word
17 "improvement" the following: ", or to determine
18 whether the teacher's practice meets school district
19 expectations for career advancement in accordance with
20 section 284.7".

21 9. Page 10, line 27, by striking the word "may"
22 and inserting the following: "shall".

23 10. Page 10, line 28, by striking the word
24 "also".

25 11. Page 10, line 30, by inserting before the
26 word "an" the following: "a supervisor or".

27 12. Page 11, line 3, by striking the word "may"
28 and inserting the following: "shall, at the direction
29 of the teacher's supervisor,".

30 13. Page 11, by inserting after line 8 the
31 following:

32 "3. If a teacher is denied advancement based upon
33 a performance review, the teacher may appeal the
34 decision to an adjudicator under the process
35 established under section 279.17. However, the
36 decision of the adjudicator is final."

37 14. By striking page 11, line 22, through page
38 12, line 5.

39 15. Page 12, by inserting after line 28 the
40 following:

41 "Sec. ____ . TEACHER CAREER PATH PILOT PROGRAM. It
42 is the intent of the general assembly to create a
43 statewide career path pilot program to be implemented
44 in approved school districts during the school year
45 beginning July 1, 2003, and ending June 30, 2004. By
46 December 15, 2002, the department of education shall
47 develop recommendations for the pilot program in
48 consultation with persons representing teachers,
49 administrators, school boards, and other education
50 stakeholders as appropriate, and shall submit its

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1 recommendations to the chairpersons and ranking
2 members of the senate and house standing committees on
3 education and the joint appropriations subcommittee on
4 education. The recommendations shall, at a minimum,
5 include proposals for grant criteria, measures by
6 which a school district may identify the
7 characteristics that define a career II and advanced
8 level teacher, maximum use of the career and advanced
9 teacher's skills and knowledge to benefit the school
10 district and its students, and a review process."
11 16. By renumbering as necessary.

By NANCY BOETTGER**S-5500 FILED APRIL 11, 2002***w/d**4/12/02**(p. 1194)*

HOUSE FILE 2549

S-5512

1 Amend House File 2549, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 4, line 31, by inserting after the word
4 "concerns" the following: "for a period not to exceed
5 twelve months".

6 2. Page 5, line 1, by inserting after the word
7 "standards" the following: ", and to determine
8 whether the teacher's practice meets school district
9 expectations for career advancement in accordance with
10 section 284.7".

11 3. Page 5, line 20, by inserting after the word
12 "chapter." the following: "If, in accordance with
13 section 279.19, a beginning teacher appeals the
14 determination of a school board to an adjudicator
15 under section 279.17, the adjudicator selected shall
16 have successfully completed training related to the
17 Iowa teacher standards, the model criteria adopted by
18 the state board of education in accordance with
19 section 284.3, subsection 3, as enacted by this Act,
20 and any additional training required under rules
21 adopted by the public employment relations board in
22 cooperation with the state board of education."

23 4. Page 6, by inserting after line 29 the
24 following:
25 "Sec. ____ . Section 284.4, subsection 2, Code
26 Supplement 2001, is amended to read as follows:
27 2. By July 1, ~~2003~~ 2002, each school district
28 shall participate in the student achievement and
29 teacher quality program if the general assembly
30 appropriates moneys for purposes of the student
31 achievement and teacher quality program established
32 pursuant to this chapter."

33 5. Page 8, line 17, by striking the words "a
34 standard" and inserting the following: "an
35 educational".

36 6. Page 9, line 25, by inserting after the word
37 "plan." the following: "The evaluator shall consult
38 with the teacher's supervisor on the development of
39 the individual teacher career development plan."

40 7. Page 10, line 8, by inserting after the word
41 "plan." the following: "The teacher's supervisor
42 shall review, modify, or accept modifications made to
43 the teacher's individual plan."

44 8. Page 10, by inserting after line 14 the
45 following:
46 "Sec. ____ . Section 284.7, subsection 6, paragraph
47 a, Code Supplement 2001, is amended to read as
48 follows:
49 a. For the school year beginning July 1, ~~2001~~
50 ~~2002~~, and ending June 30, ~~2002~~ 2003, if the licensed

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1 employees of a school district or area education
2 agency receiving funds pursuant to section 284.13,
3 subsection 1, paragraph "g" or "h", for purposes of
4 this section, are organized under chapter 20 for
5 collective bargaining purposes, the board of directors
6 and the certified bargaining representative for the
7 licensed employees shall mutually agree upon a formula
8 for distributing the funds among the teachers employed
9 by the school district or area education agency.
10 However, the school district must comply with the
11 salary minimums provided for in this section. The
12 parties shall follow the negotiation and bargaining
13 procedures specified in chapter 20 except that if the
14 parties reach an impasse, neither impasse procedures
15 agreed to by the parties nor sections 20.20 through
16 20.22 shall apply and the funds shall be paid as
17 provided in paragraph "b". Negotiations under this
18 section are subject to the scope of negotiations
19 specified in section 20.9. If a board of directors
20 and the certified bargaining representative for
21 licensed employees have not reached mutual agreement
22 by July 15, ~~2001~~ 2002, for the distribution of funds
23 received pursuant to section 284.13, subsection 1,
24 paragraph "g" or "h", paragraph "b" of this subsection
25 shall apply."

26 9. Page 10, line 23, by striking the word "and".

27 10. Page 10, line 24, by inserting after the word
28 "improvement" the following: ", or to determine
29 whether the teacher's practice meets school district
30 expectations for career advancement in accordance with
31 section 284.7".

32 11. Page 10, line 27, by striking the word "may"
33 and inserting the following: "shall".

34 12. Page 10, line 28, by striking the word
35 "also".

36 13. Page 10, line 30, by inserting before the
37 word "an" the following: "a supervisor or".

38 14. Page 11, line 3, by striking the word "may"
39 and inserting the following: "shall, at the direction
40 of the teacher's supervisor,".

41 15. Page 11, by inserting after line 8 the
42 following:

43 "3. If a teacher is denied advancement to the
44 career II or advanced teacher level based upon a
45 performance review, the teacher may appeal the
46 decision to an adjudicator under the process
47 established under section 279.17. However, the
48 decision of the adjudicator is final."

49 16. By striking page 11, line 22, through page
50 12, line 5.

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1 17. Page 12, by inserting after line 5 the
2 following:

3 "Sec. ____ Section 284.13, subsection 1,
4 paragraphs b, c, d, and e, Code Supplement 2001, are
5 amended to read as follows:

6 b. For the fiscal year beginning July 1, ~~2001~~
7 2002, and ending June 30, ~~2002~~ 2003, to the department
8 of education, the amount of one million ~~nine~~ four
9 hundred thousand dollars for the issuance of national
10 board certification awards in accordance with section
11 256.44.

12 c. For the fiscal year beginning ~~July 1, 2001, and~~
13 ~~ending June 30, 2002, an amount up to two million four~~
14 ~~hundred thousand dollars for first-year beginning~~
15 ~~teachers, and for the fiscal year beginning~~ July 1,
16 2002, and succeeding fiscal years, an amount up to
17 four million ~~seven~~ one hundred thousand dollars for
18 first-year and second-year beginning teachers, to the
19 department of education for distribution to school
20 districts for purposes of the beginning teacher
21 mentoring and induction programs. A school district
22 shall receive one thousand three hundred dollars per
23 beginning teacher participating in the program. If
24 the funds appropriated for the program are
25 insufficient to pay mentors and school districts as
26 provided in this paragraph, the department shall
27 prorate the amount distributed to school districts
28 based upon the amount appropriated. Moneys received
29 by a school district pursuant to this paragraph shall
30 be expended to provide each mentor with an award of
31 five hundred dollars per semester, at a minimum, for
32 participation in the school district's beginning
33 teacher mentoring and induction program; to implement
34 the plan; and to pay any applicable costs of the
35 employer's share of contributions to federal social
36 security and the Iowa public employees' retirement
37 system or a pension and annuity retirement system
38 established under chapter 294, for such amounts paid
39 by the district.

40 d. For the fiscal year beginning July 1, ~~2001~~
41 2002, and ending June 30, ~~2002~~ 2003, up to one million
42 ~~five~~ seven hundred thousand dollars to the department
43 of education for purposes of establishing the
44 evaluator training program, including but not limited
45 to the development of criteria models; an evaluation
46 process; the training of providers; development of a
47 provider approval process; training materials and
48 costs; for payment to practitioners under section
49 284.10, subsection 3, and to pay any applicable costs
50 of the employer's share of contributions to federal

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1 social security and the Iowa public employees'
2 retirement system or a pension and annuity retirement
3 system established under chapter 294, for such amounts
4 paid by the district; and for subsidies to school
5 districts for training costs. A portion of the funds
6 allocated to the department for purposes of this
7 paragraph may be used by the department for
8 administrative purposes.

9 e. For the fiscal year beginning July 1, ~~2001~~
10 ~~2002~~, and ending June 30, ~~2002~~ 2003, up to ~~one million~~
11 ~~five hundred fifty~~ thousand dollars to the department
12 of education for purposes of implementing the career
13 development program requirements of section 284.6, and
14 the review panel requirements of section 284.9. A
15 portion of the funds allocated to the department for
16 purposes of this paragraph may be used by the
17 department for administrative purposes."

18 18. Page 12, by inserting after line 9 the
19 following:

20 "Sec. ____ . MINIMUM TEACHER SALARY REQUIREMENTS --
21 FY 2002-2003.

22 1. Notwithstanding section 284.7, subsection 1,
23 paragraph "a", subparagraph (2), the minimum teacher
24 salary paid by a school district or area education
25 agency for purposes of teacher compensation in
26 accordance with chapter 284, for the fiscal year
27 beginning July 1, 2002, and ending June 30, 2003,
28 shall be the minimum salary amount the school district
29 or area education agency paid to a first-year
30 beginning teacher or, the minimum salary amount the
31 school district or area education agency would have
32 paid a first-year beginning teacher if the school
33 district or area education agency had participated in
34 the program in the 2001-2002 school year, in
35 accordance with section 284.7, subsection 1, Code
36 Supplement 2001. If the school district or area
37 education agency did not employ a first-year beginning
38 teacher in the 2001-2002 fiscal year, the minimum
39 salary is the amount that the district would have paid
40 a first-year beginning teacher under chapter 284 in
41 the 2001-2002 fiscal year.

42 2. Notwithstanding section 284.7, subsection 1,
43 paragraph "b", subparagraph (2), the minimum career
44 teacher salary paid to a career teacher who was a
45 beginning teacher in the 2001-2002 fiscal year, by a
46 school district or area education agency participating
47 in the student achievement and teacher quality
48 program, for the fiscal year beginning July 1, 2002,
49 and ending June 30, 2003, shall be, unless the school
50 district has a minimum career teacher salary that

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1 exceeds thirty thousand dollars, one thousand dollars
2 greater than the minimum salary amount the school
3 district or area education agency paid to a first-year
4 beginning teacher if the school district or area
5 education agency participated in the program during
6 the 2001-2002 school year, or the minimum salary
7 amount the school district or area education agency
8 would have paid a first-year beginning teacher if the
9 school district or area education agency had
10 participated in the program in the 2001-2002 school
11 year, in accordance with section 284.7, subsection 1,
12 Code Supplement 2001.

13 3. Notwithstanding section 284.7, subsection 1,
14 paragraph "b", subparagraph (2), and except as
15 provided in subsection 2, the minimum career teacher
16 salary paid by a school district or area education
17 agency participating in the student achievement and
18 teacher quality program, for purposes of teacher
19 compensation in accordance with chapter 284, for the
20 fiscal year beginning July 1, 2002, and ending June
21 30, 2003, shall be the minimum salary amount the
22 school district or area education agency paid to a
23 career teacher if the school district or area
24 education agency participated in the program during
25 the 2001-2002 school year, or, the minimum salary
26 amount the school district or area education agency
27 would have paid a career teacher if the school
28 district or area education agency had participated in
29 the program in the 2001-2002 school year, in
30 accordance with section 284.7, subsection 1, Code
31 Supplement 2001."

32 19. Page 12, by inserting after line 28 the
33 following:

34 "Sec. ____ . TEACHER CAREER PATH PILOT PROGRAM. It
35 is the intent of the general assembly to create a
36 statewide career path pilot program to be implemented
37 in approved school districts during the school year
38 beginning July 1, 2003, and ending June 30, 2004. By
39 December 15, 2002, the department of education shall
40 develop recommendations for the pilot program in
41 consultation with persons representing teachers,
42 administrators, school boards, and other education
43 stakeholders as appropriate, and shall submit its
44 recommendations to the chairpersons and ranking
45 members of the senate and house standing committees on
46 education and the joint appropriations subcommittee on
47 education. The recommendations shall, at a minimum,
48 include proposals for grant criteria; measures by
49 which a school district may identify the
50 characteristics that define a career II and advanced

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1 level teacher; conditions under which a teacher may
2 advance to the career II and advanced levels including
3 the performance evaluation required to advance to the
4 next career level; maximum use of the career and
5 advanced teacher's skills and knowledge to benefit the
6 school district and its students; training necessary
7 for adjudicators for purposes of section 284.8,
8 subsection 3; and a review process."
9 20. By renumbering as necessary.

By MARY E. KRAMER**S-5512 FILED APRIL 12, 2002**

WITHDRAWN

(P. 1194)

HOUSE FILE 2549

S-5515

1 Amend House File 2549, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 4, line 31, by inserting after the word
4 "concerns" the following: "for a period not to exceed
5 twelve months".

6 2. Page 5, line 1, by inserting after the word
7 "standards" the following: ", and to determine
8 whether the teacher's practice meets school district
9 expectations for career advancement in accordance with
10 section 284.7".

11 3. Page 5, line 20, by inserting after the word
12 "chapter." the following: "If, in accordance with
13 section 279.19, a beginning teacher appeals the
14 determination of a school board to an adjudicator
15 under section 279.17, the adjudicator selected shall
16 have successfully completed training related to the
17 Iowa teacher standards, the model criteria adopted by
18 the state board of education in accordance with
19 section 284.3, subsection 3, as enacted by this Act,
20 and any additional training required under rules
21 adopted by the public employment relations board in
22 cooperation with the state board of education."

23 4. Page 6, by inserting after line 29 the
24 following:

25 "Sec. ____ . Section 284.4, subsection 2, Code
26 Supplement 2001, is amended to read as follows:

27 2. By July 1, ~~2003~~ 2002, each school district
28 shall participate in the student achievement and
29 teacher quality program if the general assembly
30 appropriates moneys for purposes of the student
31 achievement and teacher quality program established
32 pursuant to this chapter."

33 5. Page 8, line 17, by striking the words "a
34 standard" and inserting the following: "an
35 educational".

36 6. Page 9, line 25, by inserting after the word
37 "plan." the following: "The evaluator shall consult
38 with the teacher's supervisor on the development of
39 the individual teacher career development plan."

40 7. Page 10, line 8, by inserting after the word
41 "plan." the following: "The teacher's supervisor
42 shall review, modify, or accept modifications made to
43 the teacher's individual plan."

44 8. Page 10, by inserting after line 14 the
45 following:

46 "Sec. ____ . Section 284.7, subsection 6, paragraph
47 a, Code Supplement 2001, is amended to read as
48 follows:

49 a. For the school year beginning July 1, ~~2001~~
50 2002, and ending June 30, ~~2002~~ 2003, if the licensed

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1 employees of a school district or area education
2 agency receiving funds pursuant to section 284.13,
3 subsection 1, paragraph "g" or "h", for purposes of
4 this section, are organized under chapter 20 for
5 collective bargaining purposes, the board of directors
6 and the certified bargaining representative for the
7 licensed employees shall mutually agree upon a formula
8 for distributing the funds among the teachers employed
9 by the school district or area education agency.
10 However, the school district must comply with the
11 salary minimums provided for in this section. The
12 parties shall follow the negotiation and bargaining
13 procedures specified in chapter 20 except that if the
14 parties reach an impasse, neither impasse procedures
15 agreed to by the parties nor sections 20.20 through
16 20.22 shall apply and the funds shall be paid as
17 provided in paragraph "b". Negotiations under this
18 section are subject to the scope of negotiations
19 specified in section 20.9. If a board of directors
20 and the certified bargaining representative for
21 licensed employees have not reached mutual agreement
22 by July 15, ~~2001~~ 2002, for the distribution of funds
23 received pursuant to section 284.13, subsection 1,
24 paragraph "g" or "h", paragraph "b" of this subsection
25 shall apply."

26 9. Page 10, line 23, by striking the word "and".

27 10. Page 10, line 24, by inserting after the word
28 "improvement" the following: ", or to determine
29 whether the teacher's practice meets school district
30 expectations for career advancement in accordance with
31 section 284.7".

32 11. Page 10, line 27, by striking the word "may"
33 and inserting the following: "shall".

34 12. Page 10, line 28, by striking the word
35 "also".

36 13. Page 10, line 30, by inserting before the
37 word "an" the following: "a supervisor or".

38 14. Page 11, line 3, by striking the word "may"
39 and inserting the following: "shall, at the direction
40 of the teacher's supervisor,".

41 15. Page 11, by inserting after line 8 the
42 following:

43 "3. If a teacher is denied advancement to the
44 career II or advanced teacher level based upon a
45 performance review, the teacher may appeal the
46 decision to an adjudicator under the process
47 established under section 279.17. However, the
48 decision of the adjudicator is final."

49 16. By striking page 11, line 22, through page
50 12, line 5.

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1 17. Page 12, by inserting after line 5 the
2 following:

3 "Sec. ____ Section 284.13, subsection 1,
4 paragraphs b, c, d, and e, Code Supplement 2001, are
5 amended to read as follows:

6 b. For the fiscal year beginning July 1, ~~2001~~
7 2002, and ending June 30, ~~2002~~ 2003, to the department
8 of education, the amount of one million ~~nine~~ four
9 hundred thousand dollars for the issuance of national
10 board certification awards in accordance with section
11 256.44.

12 c. For the fiscal year beginning ~~July 1, 2001, and~~
13 ~~ending June 30, 2002, an amount up to two million four~~
14 ~~hundred thousand dollars for first-year beginning~~
15 ~~teachers, and for the fiscal year beginning July 1,~~
16 2002, and succeeding fiscal years, an amount up to
17 four million ~~seven~~ one hundred thousand dollars for
18 first-year and second-year beginning teachers, to the
19 department of education for distribution to school
20 districts for purposes of the beginning teacher
21 mentoring and induction programs. A school district
22 shall receive one thousand three hundred dollars per
23 beginning teacher participating in the program. If
24 the funds appropriated for the program are
25 insufficient to pay mentors and school districts as
26 provided in this paragraph, the department shall
27 prorate the amount distributed to school districts
28 based upon the amount appropriated. Moneys received
29 by a school district pursuant to this paragraph shall
30 be expended to provide each mentor with an award of
31 five hundred dollars per semester, at a minimum, for
32 participation in the school district's beginning
33 teacher mentoring and induction program; to implement
34 the plan; and to pay any applicable costs of the
35 employer's share of contributions to federal social
36 security and the Iowa public employees' retirement
37 system or a pension and annuity retirement system
38 established under chapter 294, for such amounts paid
39 by the district.

40 d. For the fiscal year beginning July 1, ~~2001~~
41 2002, and ending June 30, ~~2002~~ 2003, up to one million
42 ~~five~~ seven hundred thousand dollars to the department
43 of education for purposes of establishing the
44 evaluator training program, including but not limited
45 to the development of criteria models; an evaluation
46 process; the training of providers; development of a
47 provider approval process; training materials and
48 costs; for payment to practitioners under section
49 284.10, subsection 3, and to pay any applicable costs
50 of the employer's share of contributions to federal

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1 social security and the Iowa public employees'
2 retirement system or a pension and annuity retirement
3 system established under chapter 294, for such amounts
4 paid by the district; and for subsidies to school
5 districts for training costs. A portion of the funds
6 allocated to the department for purposes of this
7 paragraph may be used by the department for
8 administrative purposes.

9 e. For the fiscal year beginning July 1, ~~2001~~
10 ~~2002~~, and ending June 30, ~~2002~~ 2003, up to ~~one million~~
11 ~~five hundred fifty~~ thousand dollars to the department
12 of education for purposes of implementing the career
13 development program requirements of section 284.6, and
14 the review panel requirements of section 284.9. A
15 portion of the funds allocated to the department for
16 purposes of this paragraph may be used by the
17 department for administrative purposes.

18 Sec. _____. Section 284.13, subsection 1, paragraph
19 g, unnumbered paragraph 1, Code Supplement 2001, is
20 amended to read as follows:

21 For the each fiscal year ~~beginning July 1, 2001,~~
22 ~~and ending June 30, 2002,~~ the amount of in which funds
23 are appropriated for purposes of this chapter, the
24 moneys remaining from funds appropriated for purposes
25 of this chapter after distribution as provided in
26 paragraphs "a" through "f" and "h" shall be allocated
27 to school districts in accordance with the following
28 formula:"

29 18. Page 12, by inserting after line 9 the
30 following:

31 "Sec. _____. MINIMUM TEACHER SALARY REQUIREMENTS --
32 FY 2002-2003.

33 1. Notwithstanding section 284.7, subsection 1,
34 paragraph "a", subparagraph (2), the minimum teacher
35 salary paid by a school district or area education
36 agency for purposes of teacher compensation in
37 accordance with chapter 284, for the fiscal year
38 beginning July 1, 2002, and ending June 30, 2003,
39 shall be the minimum salary amount the school district
40 or area education agency paid to a first-year
41 beginning teacher or, the minimum salary amount the
42 school district or area education agency would have
43 paid a first-year beginning teacher if the school
44 district or area education agency had participated in
45 the program in the 2001-2002 school year, in
46 accordance with section 284.7, subsection 1, Code
47 Supplement 2001. If the school district or area
48 education agency did not employ a first-year beginning
49 teacher in the 2001-2002 fiscal year, the minimum
50 salary is the amount that the district would have paid

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1 a first-year beginning teacher under chapter 284 in
2 the 2001-2002 fiscal year.

3 2. Notwithstanding section 284.7, subsection 1,
4 paragraph "b", subparagraph (2), the minimum career
5 teacher salary paid to a career teacher who was a
6 beginning teacher in the 2001-2002 fiscal year, by a
7 school district or area education agency participating
8 in the student achievement and teacher quality
9 program, for the fiscal year beginning July 1, 2002,
10 and ending June 30, 2003, shall be, unless the school
11 district has a minimum career teacher salary that
12 exceeds thirty thousand dollars, one thousand dollars
13 greater than the minimum salary amount the school
14 district or area education agency paid to a first-year
15 beginning teacher if the school district or area
16 education agency participated in the program during
17 the 2001-2002 school year, or the minimum salary
18 amount the school district or area education agency
19 would have paid a first-year beginning teacher if the
20 school district or area education agency had
21 participated in the program in the 2001-2002 school
22 year, in accordance with section 284.7, subsection 1,
23 Code Supplement 2001.

24 3. Notwithstanding section 284.7, subsection 1,
25 paragraph "b", subparagraph (2), and except as
26 provided in subsection 2, the minimum career teacher
27 salary paid by a school district or area education
28 agency participating in the student achievement and
29 teacher quality program, for purposes of teacher
30 compensation in accordance with chapter 284, for the
31 fiscal year beginning July 1, 2002, and ending June
32 30, 2003, shall be the minimum salary amount the
33 school district or area education agency paid to a
34 career teacher if the school district or area
35 education agency participated in the program during
36 the 2001-2002 school year, or, the minimum salary
37 amount the school district or area education agency
38 would have paid a career teacher if the school
39 district or area education agency had participated in
40 the program in the 2001-2002 school year, in
41 accordance with section 284.7, subsection 1, Code
42 Supplement 2001."

43 19. Page 12, by inserting after line 28 the
44 following:

45 "Sec. ____ . TEACHER CAREER PATH PILOT PROGRAM. It
46 is the intent of the general assembly to create a
47 statewide career path pilot program to be implemented
48 in approved school districts during the school year
49 beginning July 1, 2003, and ending June 30, 2004. By
50 December 15, 2002, the department of education shall

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1 develop recommendations for the pilot program in
2 consultation with persons representing teachers,
3 administrators, school boards, and other education
4 stakeholders as appropriate, and shall submit its
5 recommendations to the chairpersons and ranking
6 members of the senate and house standing committees on
7 education and the joint appropriations subcommittee on
8 education. The recommendations shall, at a minimum,
9 include proposals for grant criteria; measures by
10 which a school district may identify the
11 characteristics that define a career II and advanced
12 level teacher; conditions under which a teacher may
13 advance to the career II and advanced levels including
14 the performance evaluation required to advance to the
15 next career level; maximum use of the career and
16 advanced teacher's skills and knowledge to benefit the
17 school district and its students; training necessary
18 for adjudicators for purposes of section 284.8,
19 subsection 3; and a review process.

20 Sec. ____ . REPORT TO DEPARTMENT -- NUMBER OF
21 PRESCHOOL TEACHERS EMPLOYED. By July 30, 2002, each
22 school district and area education agency shall report
23 to the department of education the number of preschool
24 teachers employed by the school district or area
25 education agency on the third Friday of September
26 2001."

27 20. By renumbering as necessary.

By NANCY BOETTGER

S-5515 FILED APRIL 12, 2002

ADOPTED

(p. 1194)

SENATE AMENDMENT TO HOUSE FILE 2549

H-8698

1 Amend House File 2549, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 4, line 31, by inserting after the word
4 "concerns" the following: "for a period not to exceed
5 twelve months".

6 2. Page 5, line 1, by inserting after the word
7 "standards" the following: ", and to determine
8 whether the teacher's practice meets school district
9 expectations for career advancement in accordance with
10 section 284.7".

11 3. Page 5, line 20, by inserting after the word
12 "chapter." the following: "If, in accordance with
13 section 279.19, a beginning teacher appeals the
14 determination of a school board to an adjudicator
15 under section 279.17, the adjudicator selected shall
16 have successfully completed training related to the
17 Iowa teacher standards, the model criteria adopted by
18 the state board of education in accordance with
19 section 284.3, subsection 3, as enacted by this Act,
20 and any additional training required under rules
21 adopted by the public employment relations board in
22 cooperation with the state board of education."

23 4. Page 6, by inserting after line 29 the
24 following:

25 "Sec. ____ . Section 284.4, subsection 2, Code
26 Supplement 2001, is amended to read as follows:

27 2. By July 1, ~~2003~~ 2002, each school district
28 shall participate in the student achievement and
29 teacher quality program if the general assembly
30 appropriates moneys for purposes of the student
31 achievement and teacher quality program established
32 pursuant to this chapter."

33 5. Page 8, line 17, by striking the words "a
34 standard" and inserting the following: "an
35 educational".

36 6. Page 9, line 25, by inserting after the word
37 "plan." the following: "The evaluator shall consult
38 with the teacher's supervisor on the development of
39 the individual teacher career development plan."

40 7. Page 10, line 8, by inserting after the word
41 "plan." the following: "The teacher's supervisor
42 shall review, modify, or accept modifications made to
43 the teacher's individual plan."

44 8. Page 10, by inserting after line 14 the
45 following:

46 "Sec. ____ . Section 284.7, subsection 6, paragraph
47 a, Code Supplement 2001, is amended to read as
48 follows:

49 a. For the school year beginning July 1, ~~2001~~
50 2002, and ending June 30, ~~2002~~ 2003, if the licensed

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1 employees of a school district or area education
2 agency receiving funds pursuant to section 284.13,
3 subsection 1, paragraph "g" or "h", for purposes of
4 this section, are organized under chapter 20 for
5 collective bargaining purposes, the board of directors
6 and the certified bargaining representative for the
7 licensed employees shall mutually agree upon a formula
8 for distributing the funds among the teachers employed
9 by the school district or area education agency.
10 However, the school district must comply with the
11 salary minimums provided for in this section. The
12 parties shall follow the negotiation and bargaining
13 procedures specified in chapter 20 except that if the
14 parties reach an impasse, neither impasse procedures
15 agreed to by the parties nor sections 20.20 through
16 20.22 shall apply and the funds shall be paid as
17 provided in paragraph "b". Negotiations under this
18 section are subject to the scope of negotiations
19 specified in section 20.9. If a board of directors
20 and the certified bargaining representative for
21 licensed employees have not reached mutual agreement
22 by July 15, ~~2001~~ 2002, for the distribution of funds
23 received pursuant to section 284.13, subsection 1,
24 paragraph "g" or "h", paragraph "b" of this subsection
25 shall apply."

26 9. Page 10, line 23, by striking the word "and".

27 10. Page 10, line 24, by inserting after the word
28 "improvement" the following: ", or to determine
29 whether the teacher's practice meets school district
30 expectations for career advancement in accordance with
31 section 284.7".

32 11. Page 10, line 27, by striking the word "may"
33 and inserting the following: "shall".

34 12. Page 10, line 28, by striking the word
35 "also".

36 13. Page 10, line 30, by inserting before the
37 word "an" the following: "a supervisor or".

38 14. Page 11, line 3, by striking the word "may"
39 and inserting the following: "shall, at the direction
40 of the teacher's supervisor,".

41 15. Page 11, by inserting after line 8 the
42 following:

43 "3. If a teacher is denied advancement to the
44 career II or advanced teacher level based upon a
45 performance review, the teacher may appeal the
46 decision to an adjudicator under the process
47 established under section 279.17. However, the
48 decision of the adjudicator is final."

49 16. By striking page 11, line 22, through page
50 12, line 5.

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1 17. Page 12, by inserting after line 5 the
2 following:

3 "Sec. ____ . Section 284.13, subsection 1,
4 paragraphs b, c, d, and e, Code Supplement 2001, are
5 amended to read as follows:

6 b. For the fiscal year beginning July 1, ~~2001~~
7 2002, and ending June 30, ~~2002~~ 2003, to the department
8 of education, the amount of one million ~~nine~~ four
9 hundred thousand dollars for the issuance of national
10 board certification awards in accordance with section
11 256.44.

12 c. For the fiscal year beginning ~~July 1, 2001, and~~
13 ~~ending June 30, 2002, an amount up to two million four~~
14 ~~hundred thousand dollars for first year beginning~~
15 ~~teachers, and for the fiscal year beginning July 1,~~
16 ~~2002, and succeeding fiscal years, an amount up to~~
17 ~~four million seven~~ one hundred thousand dollars for
18 first-year and second-year beginning teachers, to the
19 department of education for distribution to school
20 districts for purposes of the beginning teacher
21 mentoring and induction programs. A school district
22 shall receive one thousand three hundred dollars per
23 beginning teacher participating in the program. If
24 the funds appropriated for the program are
25 insufficient to pay mentors and school districts as
26 provided in this paragraph, the department shall
27 prorate the amount distributed to school districts
28 based upon the amount appropriated. Moneys received
29 by a school district pursuant to this paragraph shall
30 be expended to provide each mentor with an award of
31 five hundred dollars per semester, at a minimum, for
32 participation in the school district's beginning
33 teacher mentoring and induction program; to implement
34 the plan; and to pay any applicable costs of the
35 employer's share of contributions to federal social
36 security and the Iowa public employees' retirement
37 system or a pension and annuity retirement system
38 established under chapter 294, for such amounts paid
39 by the district.

40 d. For the fiscal year beginning July 1, ~~2001~~
41 2002, and ending June 30, ~~2002~~ 2003, up to one million
42 ~~five seven~~ hundred thousand dollars to the department
43 of education for purposes of establishing the
44 evaluator training program, including but not limited
45 to the development of criteria models; an evaluation
46 process; the training of providers; development of a
47 provider approval process; training materials and
48 costs; for payment to practitioners under section
49 284.10, subsection 3, and to pay any applicable costs
50 of the employer's share of contributions to federal

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1 social security and the Iowa public employees'
2 retirement system or a pension and annuity retirement
3 system established under chapter 294, for such amounts
4 paid by the district; and for subsidies to school
5 districts for training costs. A portion of the funds
6 allocated to the department for purposes of this
7 paragraph may be used by the department for
8 administrative purposes.

9 e. For the fiscal year beginning July 1, ~~2001~~
10 ~~2002~~, and ending June 30, ~~2002~~ 2003, up to ~~one million~~
11 ~~five hundred fifty~~ thousand dollars to the department
12 of education for purposes of implementing the career
13 development program requirements of section 284.6, and
14 the review panel requirements of section 284.9. A
15 portion of the funds allocated to the department for
16 purposes of this paragraph may be used by the
17 department for administrative purposes.

18 Sec. _____. Section 284.13, subsection 1, paragraph
19 g, unnumbered paragraph 1, Code Supplement 2001, is
20 amended to read as follows:

21 For the each fiscal year ~~beginning July 1, 2001,~~
22 ~~and ending June 30, 2002,~~ the amount of in which funds
23 are appropriated for purposes of this chapter, the
24 moneys remaining from funds appropriated for purposes
25 of this chapter after distribution as provided in
26 paragraphs "a" through "f" and "h" shall be allocated
27 to school districts in accordance with the following
28 formula:"

29 18. Page 12, by inserting after line 9 the
30 following:

31 "Sec. _____. MINIMUM TEACHER SALARY REQUIREMENTS --
32 FY 2002-2003.

33 1. Notwithstanding section 284.7, subsection 1,
34 paragraph "a", subparagraph (2), the minimum teacher
35 salary paid by a school district or area education
36 agency for purposes of teacher compensation in
37 accordance with chapter 284, for the fiscal year
38 beginning July 1, 2002, and ending June 30, 2003,
39 shall be the minimum salary amount the school district
40 or area education agency paid to a first-year
41 beginning teacher or, the minimum salary amount the
42 school district or area education agency would have
43 paid a first-year beginning teacher if the school
44 district or area education agency had participated in
45 the program in the 2001-2002 school year, in
46 accordance with section 284.7, subsection 1, Code
47 Supplement 2001. If the school district or area
48 education agency did not employ a first-year beginning
49 teacher in the 2001-2002 fiscal year, the minimum
50 salary is the amount that the district would have paid

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1 a first-year beginning teacher under chapter 284 in
2 the 2001-2002 fiscal year.

3 2. Notwithstanding section 284.7, subsection 1,
4 paragraph "b", subparagraph (2), the minimum career
5 teacher salary paid to a career teacher who was a
6 beginning teacher in the 2001-2002 fiscal year, by a
7 school district or area education agency participating
8 in the student achievement and teacher quality
9 program, for the fiscal year beginning July 1, 2002,
10 and ending June 30, 2003, shall be, unless the school
11 district has a minimum career teacher salary that
12 exceeds thirty thousand dollars, one thousand dollars
13 greater than the minimum salary amount the school
14 district or area education agency paid to a first-year
15 beginning teacher if the school district or area
16 education agency participated in the program during
17 the 2001-2002 school year, or the minimum salary
18 amount the school district or area education agency
19 would have paid a first-year beginning teacher if the
20 school district or area education agency had
21 participated in the program in the 2001-2002 school
22 year, in accordance with section 284.7, subsection 1,
23 Code Supplement 2001.

24 3. Notwithstanding section 284.7, subsection 1,
25 paragraph "b", subparagraph (2), and except as
26 provided in subsection 2, the minimum career teacher
27 salary paid by a school district or area education
28 agency participating in the student achievement and
29 teacher quality program, for purposes of teacher
30 compensation in accordance with chapter 284, for the
31 fiscal year beginning July 1, 2002, and ending June
32 30, 2003, shall be the minimum salary amount the
33 school district or area education agency paid to a
34 career teacher if the school district or area
35 education agency participated in the program during
36 the 2001-2002 school year, or, the minimum salary
37 amount the school district or area education agency
38 would have paid a career teacher if the school
39 district or area education agency had participated in
40 the program in the 2001-2002 school year, in
41 accordance with section 284.7, subsection 1, Code
42 Supplement 2001."

43 19. Page 12, by inserting after line 28 the
44 following:

45 "Sec. ____ . TEACHER CAREER PATH PILOT PROGRAM. It
46 is the intent of the general assembly to create a
47 statewide career path pilot program to be implemented
48 in approved school districts during the school year
49 beginning July 1, 2003, and ending June 30, 2004. By
50 December 15, 2002, the department of education shall

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1 develop recommendations for the pilot program in
2 consultation with persons representing teachers,
3 administrators, school boards, and other education
4 stakeholders as appropriate, and shall submit its
5 recommendations to the chairpersons and ranking
6 members of the senate and house standing committees on
7 education and the joint appropriations subcommittee on
8 education. The recommendations shall, at a minimum,
9 include proposals for grant criteria; measures by
10 which a school district may identify the
11 characteristics that define a career II and advanced
12 level teacher; conditions under which a teacher may
13 advance to the career II and advanced levels including
14 the performance evaluation required to advance to the
15 next career level; maximum use of the career and
16 advanced teacher's skills and knowledge to benefit the
17 school district and its students; training necessary
18 for adjudicators for purposes of section 284.8,
19 subsection 3; and a review process.

20 Sec. ____ . REPORT TO DEPARTMENT -- NUMBER OF
21 PRESCHOOL TEACHERS EMPLOYED. By July 30, 2002, each
22 school district and area education agency shall report
23 to the department of education the number of preschool
24 teachers employed by the school district or area
25 education agency on the third Friday of September
26 2001."

27 20. By renumbering as necessary.

RECEIVED FROM THE SENATE

H-8698 FILED APRIL 12, 2002

House Concurred
4-12-02
(P. 1512)

HOUSE FILE 2549

AN ACT

RELATING TO STUDENTS AND SCHOOL DISTRICT EMPLOYEES BY
AMENDING THE STUDENT ACHIEVEMENT AND TEACHER QUALITY
PROGRAM AND LANGUAGE PERTAINING TO RETIREMENT INCENTIVES
AND PROVIDING AN EFFECTIVE DATE.

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

Section 1. Section 256.7, Code Supplement 2001, is amended by adding the following new subsection:

NEW SUBSECTION. 25. Adopt rules establishing standards for school district and area education agency career development programs and for individual teacher career development plans in accordance with section 284.6.

Sec. 2. Section 256.9, subsection 50, Code Supplement 2001, is amended to read as follows:

50. Develop core knowledge and skill criteria models, based upon the Iowa teaching standards, for the evaluation, the advancement, and for teacher career development purposes pursuant to chapter 284. The model criteria shall further define the characteristics of quality teaching as established by the Iowa teaching standards. The director, in consultation with the board of educational examiners, shall also develop a transition plan for implementation of the career development standards developed pursuant to section 256.7, subsection 25, with regard to licensure renewal requirements. The plan shall include a requirement that practitioners be allowed credit for career development completed prior to implementation of the career development standards developed pursuant to section 256.7, subsection 25.

Sec. 3. Section 256.44, subsection 1, paragraph a, Code 2001, is amended to read as follows:

a. If a teacher registers for national board for professional teaching standards certification prior to June 30, ~~2002~~ 2005, a one-time initial reimbursement award in the amount of up to one-half of the registration fee paid by the teacher for registration for certification by the national board for professional teaching standards. The teacher shall apply to the department of education within one year of registration, submitting to the department any documentation the department requires. A teacher who receives an initial reimbursement award shall receive a one-time final registration award in the amount of the remaining national board registration fee paid by the teacher if the teacher notifies the department of the teacher's certification achievement and submits any documentation requested by the department.

Sec. 4. Section 256.44, subsection 1, paragraph b, subparagraph (2), unnumbered paragraph 1, Code 2001, is amended to read as follows:

If the teacher registers for national board for professional teaching standards certification between January 1, 1999, and January 1, ~~2002~~ 2005, and achieves certification within three years from the date of initial score notification, an annual award in the amount of two thousand five hundred dollars upon achieving certification by the national board of professional teaching standards.

Sec. 5. Section 279.19, unnumbered paragraph 2, Code Supplement 2001, is amended to read as follows:

In the case of the termination of a probationary teacher's contract, the provisions of sections 279.15 and 279.16 shall apply. However, if the probationary teacher is a beginning teacher who fails to ~~successfully complete a beginning teacher mentoring and induction program~~ demonstrate competence in the Iowa teaching standards in accordance with chapter 284, the provisions of sections 279.17 and 279.18 shall also apply.

Sec. 6. Section 279.46, Code 2001, is amended to read as follows:

279.46 RETIREMENT INCENTIVES -- TAX.

The board of directors of a school district may adopt a program for payment of a monetary bonus, continuation of health or medical insurance coverage, or other incentives for encouraging its employees to retire before the normal retirement date as defined in chapter 97B. The program is available only to employees ~~between fifty-five and sixty-five years-of-age~~ who notify the board of directors prior to April 1 of the fiscal year that they intend to retire not later than the next following June 30. ~~However, the~~ The age at which employees shall be designated eligible for the program, ~~within the age range of fifty-five to sixty-five years-of-age,~~ shall be at the discretion of the board. An employee retiring under this section ~~shall~~ may apply for a retirement allowance under chapter 97B or chapter 294. The board may include in the district management levy an amount to pay the total estimated accumulated cost to the school district of the health or medical insurance coverage, bonus, or other incentives for employees within the age range of fifty-five to sixty-five years of age who retire under this section.

Sec. 7. Section 284.2, subsections 1 through 3, 7, and 10, Code Supplement 2001, are amended to read as follows:

1. "Beginning teacher" means an individual serving under an initial provisional license, issued by the board of educational examiners under chapter 272, who is assuming a position as a classroom teacher. For purposes of the beginning teacher mentoring and induction program created pursuant to section 284.5, "beginning teacher" also includes preschool teachers who are licensed by the board of educational examiners under chapter 272 and are employed by a school district or area education agency.

2. "Classroom teacher" means an individual who holds a valid practitioner's license and who is employed under a teaching contract ~~with a school district or area education~~

~~agency in this state~~ issued by a board of directors under section 279.13 to provide classroom instruction to students, or as a preschool teacher.

3. "Comprehensive evaluation" means a summative evaluation of a beginning teacher conducted by an evaluator for purposes of ~~performance review~~ or determining a beginning teacher's level of competency relative to the Iowa teaching standards and for recommendation for licensure based upon models developed pursuant to section 256.9, subsection 50, and to determine whether the teacher's practice meets the school district expectations for a ~~career-career-ii, or advanced level~~ teacher.

7. "Mentor" means an individual employed by a school district or area education agency as a classroom teacher or a retired teacher who holds a valid license issued under chapter 272. The individual must have a record of four years of successful teaching practice, must be employed ~~as a classroom~~ teacher on a nonprobationary basis, and must demonstrate professional commitment to both the improvement of teaching and learning and the development of beginning teachers.

10. "Teacher" means an individual holding a practitioner's license issued under chapter 272, who is employed in a nonadministrative position as a teacher, librarian, media specialist, preschool teacher, or counselor ~~in a nonadministrative position~~ by a school district or area education agency pursuant to a contract issued by a board of directors under section 279.13. A teacher may be employed in both an administrative and a nonadministrative position by a board of directors and shall be considered a part-time teacher for the portion of time that the teacher is employed in a nonadministrative position. "Teacher" includes a licensed individual employed on a less than full-time basis by a school district through a contract between the school district and an institution of higher education with a practitioner preparation program in which the licensed teacher is enrolled.

Sec. 8. Section 284.2, Code Supplement 2001, is amended by adding the following new subsections:

NEW SUBSECTION. 6A. "Intensive assistance" means the provision of organizational support and technical assistance to teachers, other than beginning teachers, for the remediation of identified teaching and classroom management concerns for a period not to exceed twelve months.

NEW SUBSECTION. 7A. "Performance review" means a summative evaluation of a teacher other than a beginning teacher and used to determine whether the teacher's practice meets school district expectations and the Iowa teaching standards, and to determine whether the teacher's practice meets school district expectations for career advancement in accordance with section 284.7.

Sec. 9. Section 284.3, subsection 2, Code Supplement 2001, is amended by striking the subsection and inserting in lieu thereof the following:

2. A school board shall provide for the following:

a. By July 1, 2002, for purposes of comprehensive evaluations for beginning teachers required to allow beginning teachers to progress to career teachers, standards and criteria that are the Iowa teaching standards specified in subsection 1 and the model criteria for the Iowa teaching standards developed by the department in accordance with section 256.9, subsection 50. These standards and criteria shall be set forth in an instrument provided by the department. The comprehensive evaluation and instrument are not subject to negotiations or grievance procedures pursuant to chapter 20 or determinations made by the board of directors under section 279.14. A local school board and its certified bargaining representative may negotiate, pursuant to chapter 20, evaluation and grievance procedures for beginning teachers that are not in conflict with this chapter. If, in accordance with section 279.19, a beginning teacher appeals the determination of a school board to an adjudicator under section 279.17, the adjudicator selected shall have

successfully completed training related to the Iowa teacher standards, the model criteria adopted by the state board of education in accordance with section 284.3, subsection 3, as enacted by this Act, and any additional training required under rules adopted by the public employment relations board in cooperation with the state board of education.

b. By July 1, 2004, for purposes of performance reviews for teachers other than beginning teachers, evaluations that contain, at a minimum, the Iowa teaching standards specified in subsection 1, as well as the model criteria for the Iowa teaching standards developed by the department in accordance with section 256.9, subsection 50. A local school board and its certified bargaining representative may negotiate, pursuant to chapter 20, additional teaching standards and criteria. A local school board and its certified bargaining representative may negotiate, pursuant to chapter 20, evaluation and grievance procedures for teachers other than beginning teachers that are not in conflict with this chapter.

Sec. 10. Section 284.3, Code Supplement 2001, is amended by adding the following new subsection:

NEW SUBSECTION. 3. The state board shall adopt by rule pursuant to chapter 17A the model criteria developed by the department in accordance with section 256.9, subsection 50.

Sec. 11. Section 284.4, subsection 1, paragraphs c and e, Code Supplement 2001, are amended to read as follows:

c. Provide, beginning in the second fourth year of participation, the equivalent of two ~~or~~ more additional contract days, outside of instruction time, than were provided in the school year preceding the first year of participation, to provide additional time for teacher career development that aligns with student learning and teacher development needs, including the integration of technology into curriculum development, in order to achieve attendance center and district-wide student achievement goals outlined in the district comprehensive school improvement plan. School districts are encouraged to develop strategies for

restructuring the school calendar to provide for the most effective professional development, evaluate their current career development alignment with their student achievement goals and research-based instructional strategies, and implement district career development plans. A school district that provides the equivalent of ten or more contract days for career development is exempt from this paragraph.

e. Adopt a teacher evaluation plan that, at minimum, requires a comprehensive-evaluation performance review of teachers in the participating district at least once every five three years based upon the Iowa teaching standards and individual career development plans, and requires administrators to complete evaluator training in accordance with section 284.10.

Sec. 12. Section 284.4, subsection 2, Code Supplement 2001, is amended to read as follows:

2. By July 1, ~~2003~~ 2002, each school district shall participate in the student achievement and teacher quality program if the general assembly appropriates moneys for purposes of the student achievement and teacher quality program established pursuant to this chapter.

Sec. 13. Section 284.5, Code Supplement 2001, is amended to read as follows:

284.5 BEGINNING TEACHER MENTORING AND INDUCTION PROGRAM.

1. A beginning teacher mentoring and induction program is created to promote excellence in teaching, enhance student achievement, build a supportive environment within school districts and area education agencies, increase the retention of promising beginning teachers, and promote the personal and professional well-being of classroom teachers. ~~Prior to the completion of the 2001-2002 school year, a school district shall, at a minimum, provide an approved beginning teacher mentoring and induction program for all classroom teachers who are beginning teachers.~~

2. The state board shall adopt rules to administer this section.

3. ~~Notwithstanding subsection 17-a~~ Each school district may and area education agency shall provide a beginning teacher mentoring and induction program for all classroom teachers who are beginning teachers in by the school years year beginning July 1, 2001, and July 1, 2002, and notwithstanding section 284.4, subsection 1, a school district is and an area education agency shall be eligible to receive moneys under section 284.13, subsection 1, paragraph "c", for each the fiscal year of the fiscal period beginning July 1, ~~2001~~ 2002, and ending June 30, 2003, to establish a beginning teacher mentoring and induction program in accordance with this section.

4. Each participating school district and area education agency shall develop an initial beginning teacher mentoring and induction plan. The A school district shall include its plan shall be included in the school district's comprehensive school improvement plan submitted pursuant to section 256.7, subsection 21. The beginning teacher mentoring and induction plan shall, at a minimum, provide for a two-year sequence of induction program content and activities to support the Iowa teaching standards and beginning teacher professional and personal needs; mentor training that includes, at a minimum, skills of classroom demonstration and coaching, and district expectations for beginning teacher competence on Iowa teaching standards; placement of mentors and beginning teachers; the process for dissolving mentor and beginning teacher partnerships; district organizational support for release time for mentors and beginning teachers to plan, provide demonstration of classroom practices, observe teaching, and provide feedback; structure for mentor selection and assignment of mentors to beginning teachers; a district facilitator; and program evaluation.

5. A beginning teacher shall be informed by the school district or the area education agency, prior to the beginning teacher's participation in a mentoring and induction program, of the criteria upon which the beginning teacher shall be

evaluated and of the evaluation process utilized by the school district or area education agency.

6. Upon completion of the program, the beginning teacher shall be comprehensively evaluated to determine if the teacher meets expectations to move to the career level. The school district or area education agency that employs the beginning teacher shall recommend for an educational license a beginning teacher who has successfully completed the program for an educational license is determined through a comprehensive evaluation to demonstrate competence in the Iowa teaching standards. A school district or area education agency may offer a beginning teacher a third year of participation in the program if, after conducting a comprehensive evaluation, the school district determines that the teacher is likely to successfully complete the mentoring and induction program by the end of the third year of eligibility. A teacher granted a third year of eligibility shall develop a teacher's mentoring and induction program plan in accordance with this chapter and shall undergo a comprehensive evaluation at the end of the third year. The board of educational examiners shall grant a one-year extension of the beginning teacher's provisional license upon notification by the school district that the teacher will participate in a third year of the school district's program.

7. If a beginning teacher who is participating in a mentoring and induction program leaves the employ of a participating school district or area education agency prior to completion of the program, the participating school district or area education agency subsequently hiring the beginning teacher shall credit the beginning teacher with the time earned in the program prior to the subsequent hiring.

8. If the general assembly appropriates moneys for purposes of this section, a school district or area education agency is eligible to receive state assistance for up to two years under this section for each teacher the school district or area education agency employs who was formerly employed in

an accredited nonpublic school or in another state as a first-year teacher. The school district or area education agency employing the teacher shall determine the conditions and requirements of a teacher participating in a program in accordance with this subsection. The school district or area education agency that employs the teacher shall recommend the teacher for an educational license if the teacher, through a comprehensive evaluation, is determined to demonstrate competence in the Iowa teaching standards.

Sec. 14. Section 284.6, subsection 4, Code Supplement 2001, is amended to read as follows:

4. In cooperation with the teacher's supervisor evaluator, the career teacher employed by a participating school district shall develop an individual teacher career development plan. The evaluator shall consult with the teacher's supervisor on the development of the individual teacher career development plan. The purpose of the plan is to promote individual and group career development. The individual plan shall be based, at minimum, on the needs of the teacher, the Iowa teaching standards, and the student achievement goals of the attendance center and the school district as outlined in the comprehensive school improvement plan.

4A. The individual plan shall be reviewed by the teacher and the teacher's supervisor at the teacher's annual review and shall be modified. The evaluator shall annually meet with the teacher to review progress in meeting the goals in the teacher's individual plan. The teacher shall present to the evaluator evidence of progress. The purpose of the meeting shall be to review the teacher's progress in meeting career development goals in the plan and to review collaborative work with other staff on student achievement goals and to modify as necessary the teacher's individual plan to reflect the individual teacher's and the school district's needs and the individual's progress in meeting the goals in the plan. The teacher's supervisor shall review, modify, or accept modifications made to the teacher's individual plan.

Sec. 15. Section 284.7, subsection 2, unnumbered paragraph 1, Code Supplement 2001, is amended to read as follows:

It is the intent of the general assembly to establish and require the implementation of and provide for the implementation of the following additional career path levels by July 17, 2003:

Sec. 16. Section 284.7, subsection 6, paragraph a, Code Supplement 2001, is amended to read as follows:

a. For the school year beginning July 1, ~~2002~~ 2002, and ending June 30, ~~2002~~ 2003, if the licensed employees of a school district or area education agency receiving funds pursuant to section 284.13, subsection 1, paragraph "g" or "h", for purposes of this section, are organized under chapter 20 for collective bargaining purposes, the board of directors and the certified bargaining representative for the licensed employees shall mutually agree upon a formula for distributing the funds among the teachers employed by the school district or area education agency. However, the school district must comply with the salary minimums provided for in this section. The parties shall follow the negotiation and bargaining procedures specified in chapter 20 except that if the parties reach an impasse, neither impasse procedures agreed to by the parties nor sections 20.20 through 20.22 shall apply and the funds shall be paid as provided in paragraph "b". Negotiations under this section are subject to the scope of negotiations specified in section 20.9. If a board of directors and the certified bargaining representative for licensed employees have not reached mutual agreement by July 15, ~~2002~~ 2002, for the distribution of funds received pursuant to section 284.13, subsection 1, paragraph "g" or "h", paragraph "b" of this subsection shall apply.

Sec. 17. Section 284.8, Code Supplement 2001, is amended by striking the section and inserting in lieu thereof the following:

284.8 PERFORMANCE REVIEW REQUIREMENTS FOR TEACHERS.

1. A participating school district shall review a teacher's performance at least once every three years for purposes of assisting teachers in making continuous improvement, documenting continued competence in the Iowa teaching standards, identifying teachers in need of improvement, or to determine whether the teacher's practice meets school district expectations for career advancement in accordance with section 284.7. The review shall include, at minimum, classroom observation of the teacher, the teacher's progress, and implementation of the teacher's individual career development plan; shall include supporting documentation from other evaluators, teachers, parents, and students; and may include video portfolios as evidence of teaching practices.

2. If a supervisor or an evaluator determines, at any time, as a result of a teacher's performance that the teacher is not meeting district expectations under the Iowa teaching standards specified in section 284.3, subsection 1, paragraphs "a" through "g", the model criteria for the Iowa teaching standards developed by the department in accordance with section 256.9, subsection 50, or any other standards or criteria established in the collective bargaining agreement, the evaluator shall, at the direction of the teacher's supervisor, recommend to the district that the teacher participate in an intensive assistance program. The intensive assistance program and its implementation are not subject to negotiation or grievance procedures established pursuant to chapter 20. By July 1, 2004, all school districts must be prepared to offer an intensive assistance program.

3. If a teacher is denied advancement to the career II or advanced teacher level based upon a performance review, the teacher may appeal the decision to an adjudicator under the process established under section 279.17. However, the decision of the adjudicator is final.

Sec. 18. Section 284.10, subsections 4 through 6, Code Supplement 2001, are amended to read as follows:

4. By July 1, ~~2002~~ 2003, a higher education institution approved by the state board to provide an administrator preparation program shall incorporate the evaluator training program into the program offered by the institution.

5. Beginning July 1, ~~2002~~ 2003, the board of educational examiners shall require certification as a condition of issuing or renewing an administrator's license.

6. By July 1, ~~2004~~ 2005, the director shall develop and implement an evaluator training certification renewal program for administrators and other practitioners who need to renew a certificate issued pursuant to this section.

Sec. 19. Section 284.13, subsection 1, paragraphs b, c, d, and e, Code Supplement 2001, are amended to read as follows:

b. For the fiscal year beginning July 1, ~~2001~~ 2002, and ending June 30, ~~2002~~ 2003, to the department of education, the amount of one million nine four hundred thousand dollars for the issuance of national board certification awards in accordance with section 256.44.

c. For the fiscal year beginning ~~July 1, 2001, and ending June 30, 2002, an amount up to two million four hundred thousand dollars for first-year beginning teachers, and for the fiscal year beginning~~ July 1, 2002, and succeeding fiscal years, an amount up to four million seven one hundred thousand dollars for first-year and second-year beginning teachers, to the department of education for distribution to school districts for purposes of the beginning teacher mentoring and induction programs. A school district shall receive one thousand three hundred dollars per beginning teacher participating in the program. If the funds appropriated for the program are insufficient to pay mentors and school districts as provided in this paragraph, the department shall prorate the amount distributed to school districts based upon the amount appropriated. Moneys received by a school district pursuant to this paragraph shall be expended to provide each mentor with an award of five hundred dollars per semester, at a minimum, for participation in the school district's

beginning teacher mentoring and induction program; to implement the plan; and to pay any applicable costs of the employer's share of contributions to federal social security and the Iowa public employees' retirement system or a pension and annuity retirement system established under chapter 294, for such amounts paid by the district.

d. For the fiscal year beginning July 1, ~~2001~~ 2002, and ending June 30, ~~2002~~ 2003, up to one million five seven hundred thousand dollars to the department of education for purposes of establishing the evaluator training program, including but not limited to the development of criteria models; an evaluation process; the training of providers; development of a provider approval process; training materials and costs; for payment to practitioners under section 284.10, subsection 3, and to pay any applicable costs of the employer's share of contributions to federal social security and the Iowa public employees' retirement system or a pension and annuity retirement system established under chapter 294, for such amounts paid by the district; and for subsidies to school districts for training costs. A portion of the funds allocated to the department for purposes of this paragraph may be used by the department for administrative purposes.

e. For the fiscal year beginning July 1, ~~2001~~ 2002, and ending June 30, ~~2002~~ 2003, up to one million five hundred fifty thousand dollars to the department of education for purposes of implementing the career development program requirements of section 284.6, and the review panel requirements of section 284.9. A portion of the funds allocated to the department for purposes of this paragraph may be used by the department for administrative purposes.

Sec. 20. Section 284.13, subsection 1, paragraph g, unnumbered paragraph 1, Code Supplement 2001, is amended to read as follows:

For the each fiscal year beginning ~~July 1, 2001, and ending June 30, 2002, the amount of~~ in which funds are appropriated for purposes of this chapter, the moneys remaining from funds

appropriated-for-purposes-of-this-chapter after distribution as provided in paragraphs "a" through "f" and "h" shall be allocated to school districts in accordance with the following formula:

Sec. 21. 2001 Iowa Acts, chapter 161, section 21, is amended to read as follows:

SEC. 21. Section 272.33, Code 2001, is repealed effective July 1, ~~2002~~ 2003.

Sec. 22. MINIMUM TEACHER SALARY REQUIREMENTS -- FY 2002-2003.

1. Notwithstanding section 284.7, subsection 1, paragraph "a", subparagraph (2), the minimum teacher salary paid by a school district or area education agency for purposes of teacher compensation in accordance with chapter 284, for the fiscal year beginning July 1, 2002, and ending June 30, 2003, shall be the minimum salary amount the school district or area education agency paid to a first-year beginning teacher or, the minimum salary amount the school district or area education agency would have paid a first-year beginning teacher if the school district or area education agency had participated in the program in the 2001-2002 school year, in accordance with section 284.7, subsection 1, Code Supplement 2001. If the school district or area education agency did not employ a first-year beginning teacher in the 2001-2002 fiscal year, the minimum salary is the amount that the district would have paid a first-year beginning teacher under chapter 284 in the 2001-2002 fiscal year.

2. Notwithstanding section 284.7, subsection 1, paragraph "b", subparagraph (2), the minimum career teacher salary paid to a career teacher who was a beginning teacher in the 2001-2002 fiscal year, by a school district or area education agency participating in the student achievement and teacher quality program, for the fiscal year beginning July 1, 2002, and ending June 30, 2003, shall be, unless the school district has a minimum career teacher salary that exceeds thirty thousand dollars, one thousand dollars greater than the

minimum salary amount the school district or area education agency paid to a first-year beginning teacher if the school district or area education agency participated in the program during the 2001-2002 school year, or the minimum salary amount the school district or area education agency would have paid a first-year beginning teacher if the school district or area education agency had participated in the program in the 2001-2002 school year, in accordance with section 284.7, subsection 1, Code Supplement 2001.

3. Notwithstanding section 284.7, subsection 1, paragraph "b", subparagraph (2), and except as provided in subsection 2, the minimum career teacher salary paid by a school district or area education agency participating in the student achievement and teacher quality program, for purposes of teacher compensation in accordance with chapter 284, for the fiscal year beginning July 1, 2002, and ending June 30, 2003, shall be the minimum salary amount the school district or area education agency paid to a career teacher if the school district or area education agency participated in the program during the 2001-2002 school year, or, the minimum salary amount the school district or area education agency would have paid a career teacher if the school district or area education agency had participated in the program in the 2001-2002 school year, in accordance with section 284.7, subsection 1, Code Supplement 2001.

Sec. 23. STUDENT ACHIEVEMENT AND TEACHER QUALITY -- INCLUSION STUDY. The department of education shall conduct a study regarding the feasibility of including within the student achievement and teacher quality program individuals who hold a practitioner's license issued under chapter 272, or a letter of authorization or statement of professional recognition issued by the board of educational examiners, are employed in a nonadministrative position by school districts and area education agencies pursuant to contracts issued by boards of directors under section 279.13, and are not currently included in the program. The study shall address

mentoring, career development, evaluation, and salaries and career levels for these individuals, as well as the costs of including these individuals in each aspect of the program. The department shall submit its findings and recommendations in a report to the chairpersons and ranking members of the senate and house standing committees on education and the joint appropriations subcommittee on education by December 15, 2003.

Sec. 24. TEACHER CAREER PATH PILOT PROGRAM. It is the intent of the general assembly to create a statewide career path pilot program to be implemented in approved school districts during the school year beginning July 1, 2003, and ending June 30, 2004. By December 15, 2002, the department of education shall develop recommendations for the pilot program in consultation with persons representing teachers, administrators, school boards, and other education stakeholders as appropriate, and shall submit its recommendations to the chairpersons and ranking members of the senate and house standing committees on education and the joint appropriations subcommittee on education. The recommendations shall, at a minimum, include proposals for grant criteria; measures by which a school district may identify the characteristics that define a career II and advanced level teacher; conditions under which a teacher may advance to the career II and advanced levels including the performance evaluation required to advance to the next career level; maximum use of the career and advanced teacher's skills and knowledge to benefit the school district and its students; training necessary for adjudicators for purposes of section 284.8, subsection 3; and a review process.

Sec. 25. REPORT TO DEPARTMENT -- NUMBER OF PRESCHOOL TEACHERS EMPLOYED. By July 30, 2002, each school district and area education agency shall report to the department of education the number of preschool teachers employed by the school district or area education agency on the third Friday of September 2001.

Sec. 26. EFFECTIVE DATE. The section of this Act amending 2001 Iowa Acts, chapter 161, section 21, being deemed of immediate importance, takes effect upon enactment.

BRENT SIEGRIST
Speaker of the House

MARY E. KRAMER
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2549, Seventy-ninth General Assembly.

MARGARET THOMSON
Chief Clerk of the House

Approved May 6, 2002

THOMAS J. VILSACK
Governor