



Guidance for House File 68 and Teacher Leadership and Compensation Choices

Purpose

[House File 68 \(HF 68\)](#), signed into law on Jan. 24, 2023, was effective upon enactment. This document outlines the options that the law provides for how school districts can use Teacher Leadership and Compensation (TLC) program funds under Iowa Code section 257.10(12).

District Choices

Districts have three options when utilizing TLC funds.

- Option 1: Use all TLC funds for TLC processes.
 - In this model, TLC funds are used only for continuation of TLC.
- Option 2: Use TLC funds for a combination of teacher salaries and TLC processes.
 - In this model, TLC funds are used for both teacher salaries AND for the continuation of modified TLC processes.
- Option 3: Use all TLC funds for teacher salaries.
 - In this model, TLC funds are used only for teacher salaries.

Options by Area

Areas Addressed	Option 1: Use all TLC funds for TLC processes.	Option 2: Use TLC funds for a combination of teacher salaries and TLC processes.	Option 3: Use all TLC funds for teacher salaries.
TLC Plans (284.15.6c)	TLC plans are continued and updated as necessary.	Submit modified plan changes to the Department. Changes will reflect only portions of the plan that the district chooses to continue.	No TLC plan required. Contact the Department to remove TLC plans. (Process to be defined)
Site-Based Review Team (284.15.4a-b)	Site-based review teams are continued.	Site-based review teams are continued.	No site-based review team required.
End-of-year-Reporting	No end-of-year reporting required.	No end-of-year reporting required.	No end-of-year reporting required.

Areas Addressed	Option 1: Use all TLC funds for TLC processes.	Option 2: Use TLC funds for a combination of teacher salaries and TLC processes.	Option 3: Use all TLC funds for teacher salaries.
Mentoring and Induction for Beginning Teachers (284.5.(1-3)) A two-year program is required for a standard teaching license by the Board of Educational Examiners (272.28.1).	Provide Mentoring and Induction program in part 4 of the TLC plan (284.15.2a).	If using TLC to support Mentoring and Induction, provide the program in part 4 of the TLC plan (284.15.2a). If providing Mentoring and Induction outside of the TLC plan, submit the Mentoring and Induction program to the Department (284.5.(1-3))	Submit Mentoring and Induction program to the Department.
25% Teacher Leadership Roles (284.17.3)	Districts should make a good faith effort to achieve 25% teacher leader roles.	Percentage of teacher leader roles will depend on modifications made to the plan.	Not applicable.
Minimum Salary (284.15.a1)	Minimum annual salary of \$33,500 must be met.	Minimum annual salary of \$33,500 must be met.	Minimum annual salary of \$33,500 must be met.

Funding Clarifications

Mentoring and Induction

If the district transferred TLC funds from a prior year’s balance to the flexibility account, its funds may be used for mentoring (“any general fund purpose”) and that mentoring would be removed from the requirements of TLC.

Districts are given a choice to use TLC funds for any other purpose: either comply with the requirements of the flexibility account or use TLC funds directly for the teacher salary supplement, which may only be used for the single salary system ([284.3A](#)).

If a district uses a portion of its TLC funds for the Teacher Salary Supplement required single salary system, the only required subject of bargaining is base wages ([20.9\(1\)](#)). Mentoring, as part of the single salary system, is a permissive subject of bargaining.

Flexibility Account

TLC funds remaining at the end of each year may be eligible for transfer to the Flexibility Account. See more information regarding use of the [Flexibility Account](#).