



HF2612: Teacher Salary Minimum Requirements FAQs

[House File 2612](#) (HF 2612), signed into law on March 27, 2024, establishes increased teacher salary minimums effective July 1, 2024. This guidance document addresses implementation questions organized by the calculation, use of funds, definition of experience, and eligibility and BEDS data used.

Calculation

1. Is the amount shown for the Teacher Salary Supplement (TSS) sent by the Department of Management (DOM) on April 2, 2024 the total amount for TSS?

Yes, this is the total estimated amount of TSS each district will receive for FY 2025. Final amounts will be calculated this summer.

2. Are employees who are less than a full-time FTE included in the calculation for reaching the minimums?

No, minimum salaries only apply to full-time teachers; thus, only full-time positions were included in the calculation.

Any teacher coded in the BEDS data with a contract status of "Part-Time" (FTE less than 0.8) was not included in the calculation.

3. Where is the additional amount of TSS the district will receive for FY2025 located?

Look at Line 4.22 or Line 5.5 of the FY 2024 Aid and Levy. Compare that amount to the amount shown in the "Preliminary Teacher Salary Supplement District Cost Total" column (highlighted in yellow) of the document shared on April 2, 2024 by the Department of Management.

4. Will districts be able to request additional funds if they do not have enough TSS to cover the minimum salary increases?

No. FY 2025 calculations are based on Fall 2023 BEDS data previously attested to by the district.

5. Will there be an adjustment for any new teachers hired for the 2024-2025 school year to get them to the minimum salary?

No. Estimates were calculated based on the prior year's data provided by school districts. Teacher retirements, years of experience of new teachers, and many other staffing decisions cannot be predicted.

6. Do the per pupil amounts cover both FY 2025 and FY 2026 salary minimums?

No. FY 2025 TSS per pupil amounts only address the additional funds needed to implement a minimum salary of \$47,500, and \$60,000 for teachers with 12 years of experience.

7. How were the tiers established and what about the \$22 million for compaction?

Districts were placed into tiers based on enrollment, and an average cost to reach the tiers was generated.

For some districts, the average cost resulted in more funding than needed to reach the minimums. Those funds may be used to address compaction.

Other districts still had a funding gap. To avoid an unfunded mandate, DOM provided additional funds for those districts to reach the minimums.

There were 189 districts receiving funding beyond their cost to reach the minimums at a cost of \$22.35 million dollars.

Districts retain several options for addressing pay compaction, including flexibility in professional development (PD), talented and gifted (TAG), and teacher leadership and compensation (TLC) categoricals as well as their 60% of media (\$19.9M) and educational services (\$22M) funding.

The bill also allows for a reduction in the wait period for bona fide retirements for teachers for purposes of IPERS. This could expedite re-employment timeframes for retired teachers.

Use of Funds

8. Will there be two separate TSS pots of money or is it all just being lumped together?

No. There is one allocation for TSS (Source/Project 3204) and it is used to raise the minimums as well as other permitted TSS uses.

9. This increase is only to be used to raise the salary of first year teachers to \$47,500 and \$60,000 for those with 12 years of experience. Is that a correct statement or can it be used for any teacher's salary TSS amount?

After raising teacher salaries to the new minimums, any remaining TSS money can be used for teacher salaries as the district sees fit.

10. Are TSS funds allowed to be carried forward? Is the carry forward limited to 5%?

Yes, TSS funds may be carried forward.

The 5% limitation was only in place for FY 2022 carryforward amounts. [Iowa Administrative Code r. 281-98.24\(1\)](#) requires TSS funding be fully expended each year.

It is permissible to carry forward a small amount if it would not be cost effective to reallocate the funds in the current year. Any carryforward amount should be planned to be spent the following year with the new allocation.

11. Are all teachers required to have a portion of their salary paid from TSS funds?

No. School districts may choose to maximize the use of other funding sources to fund the single salary system, pursuant to [Iowa Code section 284.3A](#). The negotiation process to determine final salaries is a process separate from identifying the funding source(s) that will pay for each teacher's salary. For example, the salary of a TAG teacher may be fully funded by TAG funds and not include any funding from TSS.

[Iowa Administrative Code r. 281-98.24\(1\)](#) limits the use of TSS funding to additional salary for teachers, including amounts necessary for the district to comply with statutory teacher salary minimums. [Iowa Administrative Code r. 281-98.24\(3\)](#) gives deference to local school board decisions regarding distribution methodology.

School districts are encouraged to be mindful when using funding sources that could potentially create or increase a tax burden on local taxpayers (e.g., special education funding) in place of TSS funding.

12. Is current teacher leadership money used in the calculations for the current amount of salary a person receives?

TLC funds were used in the calculations to determine minimums. Many districts used TLC funds to cover 100% of a teacher's salary. Removing TLC money from the calculation would have been a misrepresentation of the funds used for teacher salaries.

Schools retain the following categoricals that can be used for teacher salaries:

- TLC: \$43M unused
- TAG: \$27M unused
- PD: \$29M unused

Experience

13. How is total experience determined?

Total experience was defined as it was reported by the district when submitting BEDS information.

14. Years of experience were reported incorrectly due to incorrect folder number – can this be corrected?

No. Previously attested to data will not be reopened.

15. What type of teaching experiences should be counted when determining years of experience?

Examples of the types of teaching experience are provided below.

- Licensed full-time in a public school in Iowa
- Licensed full-time in an Iowa AEA
- Licensed full-time in an accredited nonpublic school in Iowa
- Licensed full-time out of state in an accredited school
- Licensed full-time for the Department of Defense Education Activity (DoDEA)
- Licensed full-time for the Bureau of Indian Education (BIE)

16. Should non-teaching experience (e.g., experience as a paraeducator) be included in teaching experience?

No. Only teaching experience should be included when determining the requirements for minimum teacher salary.

17. Should non-teaching experience (e.g., experience as a paraeducator) be included in teaching experience if the person was a licensed teacher?

No. Only teaching experience should be included when determining the requirements for minimum teacher salary.

18. Are teachers completing their 12th year in the 2023-2024 school year entitled to the \$60,000 salary minimum?

Yes, teachers that have completed their 12th year during the 2023-2024 school year are required to be paid the minimum of \$60,000 for the 2024-2025 school year. These teachers would have been reported on Fall 2023 BEDS as having 11 years of experience.

19. In the 2024-2025 school year, are all teachers with less than 12 years of experience eligible for the \$47,500 minimum salary or just new teachers?

All full-time teachers with less than 12 years of experience as of July 1, 2024 should have a salary of at least \$47,500 in the 2024-2025 school year.

Eligibility and BEDS Data

20. What BEDS fields are used to determine if the teacher is full-time?

- Contract days greater than or equal to 165 days
- Minimum base salary of at least \$33,500
- Licensed contract status as “Full-Time”
- Full-Time teachers have a total FTE in a licensed position of greater than or equal to 0.8

21. What fields in BEDS were used to determine the starting salary?

The regular salary and teacher leader salary fields were used as the base for determining the remaining need for each district to meet the required minimums. Regular salary is the portion of salary that is paid for direct position responsibilities, including teacher leader salary, teacher salary supplement, and professional development. Examples of salary paid that would not be included in the base salary amount (i.e., regular salary amount reported in BEDS) includes retention payments, cash in lieu of benefits, or amounts paid on behalf of the employee to a 403(b) plan, which are examples of amounts reported as extra compensation.

Base pay includes the amount of gross salary/wages paid for normal work duties, before deductions, including the amount paid from TSS funds. Note: If the import feature was used in Fall BEDS, these values were reported separately but added together.

22. A salary entry error was identified in Fall 2023 BEDS. Is there an opportunity to correct this amount?

No. Previously attested to data will not be reopened.

23. An incorrect position code was entered for a teacher. Is there an opportunity for this adjustment to be made?

No. Previously attested to data will not be reopened.

24. A Total Experience error was identified in Fall 2023 BEDS data. Is there an opportunity to correct this amount?

No. Previously attested to data will not be reopened.

Ensure Fall 2024 data is accurate and updated if needed. If appropriate, an internal adjustment to the district's FY 2026 per pupil amounts due to the years of experience being reported incorrectly by the district will be made.

25. If a reporting mistake was made regarding total experience and the district is not receiving the funding from the state, is the district obligated to pay the teacher minimums without the extra funding from the state?

Yes. The minimum salary for the 2024-2025 school year is \$47,500 for full-time teachers and \$60,000 for full-time teachers with 12 years of experience.

26. Are Home School Assistant Teachers included in the estimates?

Yes, if they were coded as a full-time teacher then they were included in the estimates.

27. Are part-time teachers entitled to a prorated amount of the minimum salaries established?

The law does not address a minimum salary for part-time teachers. Part-time teacher salaries are a local school board decision.

28. Why did the estimates not include teachers reported in the Fall 2023 BEDS data as having completed their 11th year who made less than the \$60,000?

This adjustment was specified in [Senate File 2443](#). Upon the Governor's signature, the district's per pupil allocation for FY 2025 will be updated to include these teachers in the allocation. The adjustment will be made to final TSS amounts calculated this summer.

29. What about the \$14.0 million for hourly wages? Is this included in the TSS amounts?

[Senate File 2443](#) (Standings Bill) appropriated \$14.0 million to supplement education support personnel compensation. This amount is not included in TSS.

If the district completes the required data collection, the additional funding will be distributed on a per pupil basis.

Questions regarding the DOM calculation may be directed to John Parker at john.parker@iowa.gov or 515-281-8485. Questions relating to account coding or appropriate uses of TSS funds may be directed to Song Luong at song.luong1@iowa.gov or 515-205-0259 or Jina Brincks at jina.brincks@iowa.gov or 515-313-5942.