



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

May 28, 2021

M E M O R A N D U M

TO: City and County Superintendents of Education

FROM: Eric G. Mackey *EGM*
State Superintendent of Education

RE: Teacher Excellence and Accountability for Mathematics and Science (TEAMS)

Thank you for your assistance in promoting the TEAMS Act and its potential to positively affect the number of qualified mathematics and science teachers across the state. We have answered many questions and continue to build the FAQ document, which is updated at least weekly. A few of the questions are specific to an individual school system, so I am sure your staff members are also helping teachers to understand the opportunities and requirements of the Act.

In order to assist your planning, three documents are attached to this memorandum. The first is a list by system of the number of eligible mathematics and science positions budgeted for TEAMS. Positions are earned and assigned by system, not by individual schools. However, equitable utilization should be a consideration as you consider teacher eligibility.

The second document is a list of "hard-to-staff" schools. TEAMS teachers at these schools qualify for an additional \$5,000 supplement. The hard-to-staff school list is subject to change annually, but we do not anticipate large swings due to the underlying assumptions stated in the law. In addition to the published list, a superintendent who believes he or she has an additional school that is particularly difficult to staff due to extraordinary circumstances may write a letter to the State Superintendent to petition the addition of said school. The letter should include supporting evidence including a breakdown of current teaching vacancies and demonstrable evidence about the extraordinary difficulty in filling mathematics and science vacancies at that particular school when compared to others in the district. If you decide to submit a letter, please send it to TEAMS@alsde.edu.

The third document is a model contract. We have incorporated suggestions from a number of school board attorneys in the development of the model contract. This model should be utilized as the starting point, but as with other contracts, your local school board attorney should assist you in the making any changes relating to your specific situation and local school board policies. An interactive version of the contract can be found at this link: [TEAMS Model Contract](#).

If you have any questions regarding the first two attachments, please contact Mr. Andy Craig at 334-694-4553. If you have any questions regarding the third attachment, please contact Mrs. Jessica Sanders at 334-694-4915.

EGM:LAK

Attachments

FY21-1006

Alabama
State Board
of Education

Governor Kay Ivey
President

Jackie Zeigler
District I
Vice President

Tracie West
District II

Stephanie Bell
District III

Yvette M. Richardson, Ed.D.
District IV
President Pro Tem

Tonya S. Chestnut, Ed.D.
District V

Cynthia McCarty, Ph.D.
District VI

Belinda McRae
District VII

Wayne Reynolds, Ed.D.
District VIII

Eric G. Mackey, Ed.D.
Secretary and
Executive Officer

Alabama State Department of Education
TEAMS Position Allotment - FY 2022

School System	Allocated TEAMS Positions - FY 2022		School System	Allocated TEAMS Positions - FY 2022	
	Math	Science		Math	Science
001 Autauga County	47	47	107 Athens City	24	24
002 Baldwin County	157	157	109 Attalla City	9	9
003 Barbour County	4	4	110 Auburn City	46	46
004 Bibb County	16	16	113 Bessemer City	16	16
005 Blount County	39	39	114 Birmingham City	98	98
006 Bullock County	8	8	115 Boaz City	13	13
007 Butler County	15	15	116 Brewton City	7	7
008 Calhoun County	42	42	121 Chickasaw City	6	6
009 Chambers County	18	18	125 Cullman City	17	17
010 Cherokee County	20	20	126 Daleville City	6	6
011 Chilton County	39	39	127 Decatur City	44	44
012 Choctaw County	6	6	128 Demopolis City	12	12
013 Clarke County	13	13	130 Dothan City	39	39
014 Clay County	10	10	131 Elba City	4	4
015 Cleburne County	13	13	132 Enterprise City	36	36
016 Coffee County	13	13	133 Eufaula City	13	13
017 Colbert County	13	13	137 Fairfield City	9	9
018 Conecuh County	10	10	141 Florence City	24	24
019 Coosa County	5	5	143 Fort Payne City	18	18
020 Covington County	15	15	144 Gadsden City	23	23
021 Crenshaw County	12	12	146 Geneva City	7	7
022 Cullman County	47	47	152 Gulf Shores City	13	13
023 Dale County	17	17	154 Guntersville City	10	10
024 Dallas County	15	15	155 Haleyville City	9	9
025 DeKalb County	44	44	156 Hartselle City	18	18
026 Elmore County	59	59	157 Homewood City	22	22
027 Escambia County	20	20	158 Hoover City	74	74
028 Etowah County	43	43	159 Huntsville City	117	117
029 Fayette County	12	12	162 Jacksonville City	9	9
030 Franklin County	19	19	163 Jasper City	14	14
031 Geneva County	14	14	165 Lanett City	5	5
032 Greene County	5	5	167 Leeds City	10	10
033 Hale County	12	12	168 Linden City	3	3
034 Henry County	13	13	169 Madison City	64	64
035 Houston County	34	34	171 Midfield City	6	6
036 Jackson County	27	27	175 Mountain Brook City	23	23
037 Jefferson County	191	191	176 Muscle Shoals City	15	15
038 Lamar County	12	12	177 Pelham City	19	19
039 Lauderdale County	41	41	178 Oneonta City	8	8
040 Lawrence County	24	24	179 Opelika City	23	23
041 Lee County	49	49	180 Opp City	7	7
042 Limestone County	44	44	181 Oxford City	22	22
043 Lowndes County	7	7	182 Ozark City	11	11
044 Macon County	10	10	183 Pell City	20	20
045 Madison County	101	101	184 Phenix City	34	34
046 Marengo County	6	6	185 Piedmont City	6	6
047 Marion County	17	17	186 Pike Road City	12	12
048 Marshall County	30	30	187 Saraland City	18	18
049 Mobile County	259	259	188 Roanoke City	8	8
050 Monroe County	17	17	189 Russellville City	13	13
051 Montgomery County	133	133	190 Scottsboro City	13	13
052 Morgan County	38	38	191 Selma City	14	14
053 Perry County	7	7	192 Sheffield City	5	5
054 Pickens County	12	12	193 Sylacauga City	12	12
055 Pike County	11	11	194 Talladega City	9	9
056 Randolph County	11	11	195 Tallasse City	9	9
057 Russell County	17	17	196 Satsuma City	9	9
058 St Clair County	48	48	197 Tarrant City	6	6
059 Shelby County	111	111	198 Thomasville City	6	6
060 Sumter County	7	7	199 Troy City	9	9
061 Talladega County	37	37	200 Tuscaloosa City	51	51
062 Tallapoosa County	14	14	201 Tuscumbia City	8	8
063 Tuscaloosa County	92	92	202 Vestavia Hills City	36	36
064 Walker County	36	36	204 Winfield City	7	7
065 Washington County	14	14	205 Trussville City	27	27
066 Wilcox County	8	8	800 Acceleration Day and Evening Academy	4	4
067 Winston County	12	12	801 University Charter School	2	2
101 Albertville City	29	29	802 LEAD Academy	1	1
102 Alexander City	15	15			
103 Alabaster City	34	34			
104 Andalusia City	9	9			
105 Anniston City	8	8			
106 Arab City	14	14			

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Alexander City
Alexander City Middle School
William L Radney Elementary School
Anniston City
Anniston Middle School
Attalla City
Etowah Middle School
Autauga County
Autaugaville School
Baldwin County
Bay Minette Elementary School
Bay Minette Middle School
Central Baldwin Middle School
Florence B Mathis Elementary
Foley Elementary School
Foley High School
Foley Middle School
Loxley Elementary School
Magnolia School
Pine Grove Elementary School
Robertsdale Elementary School
Silverhill School
Summerdale School
Barbour County
Barbour County High School
Barbour County Intermediate School
Bessemer City
Bessemer City Middle School
Birmingham City
Bush Hills STEAM Academy
Green Acres Middle School
Hayes K-8
Hudson K-Eight School
Inglenook School
Jackson-Olin High School
Jones Valley Middle School
Ossie Ware Mitchell Middle School
Smith Middle School
South Hampton K-8
WE Putnam Middle School-Magnet
Wenonah High School
Wilkerson Middle School
Woodlawn High School-Magnet

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Blount County
Blountsville Elementary School
Susan Moore Elementary School
Bullock County
Bullock County High School
South Highlands Middle School
Butler County
Georgiana School
Greenville High School
Greenville Middle School
McKenzie High School
Calhoun County
Saks High School
Saks Middle School
Weaver Elementary School
Wellborn Elementary School
Wellborn High School
Chambers County
John P Powell Middle School
Chilton County
Verbena High School
Choctaw County
Choctaw County High School
Southern Choctaw High School
Clay County
Ashland Elementary School
Colbert County
Cherokee High School
Colbert County High School
Colbert Heights Elementary School
Colbert Heights High School
Covington County
Floral High School
Cullman County
Parkside Elementary School
Dale County
South Dale Middle School
Dallas County
Dallas County High School
Keith Middle-High School
Southside High School
Tipton Durant Middle School
Valley Grande Elementary School

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
William R Martin Middle School
Decatur City
Austin Junior High School
Austin Middle School
Decatur Middle School
DeKalb County
Henagar Junior High School
Valley Head High School
Demopolis City
Demopolis High School
Demopolis Middle School
Dothan City
Beverlye Intermediate School
Dothan High School
Dothan Preparatory Academy
Girard Intermediate School
Kelly Springs Elementary School
Selma Street Elementary School
Escambia County
Escambia County Middle School
Etowah County
West End Elementary School
Eufaula City
Eufaula High School
Moorer Middle School
Fairfield City
Fairfield High Preparatory School
Fayette County
Fayette Middle School
Fort Payne City
Fort Payne Middle School
Gadsden City
Litchfield Middle School
Sansom Middle School
Geneva County
Geneva County Middle School
Samson High School
Samson Middle School
Slocumb Middle School
Greene County
Greene County High School
Robert Brown Middle School
Hale County

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Greensboro High School
Greensboro Middle School
Hale County High School
Hale County Middle School
Houston County
Cottonwood High School
Houston County High School
Webb Elementary School
Huntsville City
James Dawson Elementary
Lakewood Elementary School
Rolling Hills Elementary School
Ronald McNair 7-8
Sonnie Hereford Elementary School
Jefferson County
Clay-Chalkville High School
Clay-Chalkville Middle School
Erwin Middle School
Fultondale Elementary School
Fultondale High School
Hueytown High School
Hueytown Middle School
Irondale Middle School
McAdory Middle School
Pinson Valley High School
Pleasant Grove Elementary School
Pleasant Grove High School
Rudd Middle School
Lauderdale County
Waterloo High School
Lawrence County
R A Hubbard High School
Lee County
Loachapoka High School
Limestone County
Tanner High School
Linden City
George P Austin Junior High School
Linden High School
Lowndes County
Calhoun High School
Central High School
Hayneville Middle School

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Lowndes County Middle School
Macon County
Booker T Washington High
Notasulga High School
Tuskegee Institute Middle School
Tuskegee Public Elementary
Marengo County
Amelia L. Johnson High School
Marengo High School
Sweet Water High School
Midfield City
Midfield High School
Rutledge School
Mobile County
Ben C Rain High School
Booker T Washington Middle School
Calloway Smith Middle School
CF Vigor High School
Chastang-Fournier Middle School
CL Scarborough Model Middle School
Continuous Learning Center
John L Leflore Magnet School
Lillie B Williamson High School
Mattie T Blount High School
Mobile County Training Middle School
Pillans Middle School
The Pathway
Monroe County
J F Shields High School
Montgomery County
Bellingrath Middle School
Brewbaker Middle School
Capitol Heights Middle School
Carver Senior High School
Dunbar-Ramer School
Lanier Senior High School
Lee High School
McIntyre Comprehensive Academy
McKee Middle School
Southlawn Middle School
Morgan County
Laceys Spring Elementary School
Opelika City

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Opelika Middle School
Perry County
Francis Marion School
Robert C Hatch High School
Phenix City
Phenix City Intermediate School
Pickens County
Aliceville Elementary School
Aliceville High School
Pickens County High School
Pike County
Pike County Elementary School
Randolph County
Wadley High School
Wedowee Middle School
Russell County
Russell County High School
Russell County Middle School
Russellville City
Russellville Middle School
Selma City
School Of Discovery Genesis Center
Selma High School
The R.B.Hudson STEAM Academy
St Clair County
Ashville Middle School
Ragland High School
Sumter County
Livingston Junior High School
Sumter Central High School
York West End Junior High School
Talladega City
Evelyn D Houston Elementary School
Talladega High School
Zora Ellis Junior High School
Talladega County
BB Comer Memorial Elementary School
BB Comer Memorial High School
Childersburg High School
Childersburg Middle School
Talladega County Central High
Winterboro High School
Tallapoosa County

Alabama State Department of Education

TEAMS Program - Hard to Staff Schools Listing, FY 2022

System and School Name
Dadeville Elementary School
Dadeville High School
Reeltown Elementary School
Reeltown High School
Tuscaloosa City
Westlawn Middle School
Tuscaloosa County
Collins-Riverside Middle School
Davis-Emerson Middle School
Holt High School
Wilcox County
Camden School Of Arts & Technology
J E Hobbs Elementary School
Wilcox Central High School

Teacher Applied for TEAMS position

☐ Yes, required.

Date: _____

Superintendent Approved for Submission to Board

☐ Yes, required.

Date: _____

SAMPLE TEACHER CONTRACT
TEACHER EXCELLENCE AND ACCOUNTABILITY FOR MATHEMATICS AND SCIENCE
(TEAMS)

This a Preliminary/Advanced (*circle one*) TEAMS Contract is made by and between the _____ Board of Education located in the State of Alabama (hereinafter referred to as “the Board”), and _____ (hereinafter referred to as the “Teacher”), and in accordance with Alabama Act 2021-340 (hereinafter “the Act”).

Witnesseth: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the ____ day of _____, 20__, the Board hereby agrees to employ the Teacher, and the Teacher hereby agrees to accept such employment, subject to the following terms and conditions:

Section 1: Term of Contract. The Teacher shall be employed for a period of ____ days, beginning on July 1, 20__ (*or other date as appropriate*) and ending on June 30, 20__. (*or other date as appropriate*) Select the option below that applies to the Teacher for this contract period.

Option #1: _____ The Teacher holds a valid and approved Alabama certificate in math or science and teaches approved courses[full-time] but lacks an advanced credential necessary to obtain an advanced contract pursuant to the Act. The Teacher shall be employed on this preliminary contract for a period of one (1) year while working toward their advanced credential.

This preliminary contract may be extended, at the sole option of Board, on a year-to-year basis for a maximum of no more than three (3) years from the beginning date of the contract. The Board may extend this preliminary contract for a period of up to six (6) years from the beginning date of the contract under limited circumstances as outlined under the Act if the Teacher has insufficient experience to obtain necessary advanced credentials within the initial three (3) years (e.g., NBCT requires a certain number of years teaching experience prior to applying). The maximum preliminary contract period is limited to the Teacher’s overall employment in Alabama public schools and does not renew or extend upon changing employment to another district. A Superintendent may request Alabama State Department of Education (ALSDE) approval for a teacher to opt-in to the TEAMS program for a second time under limited circumstances such as health conditions, family emergency, or change in county of residence pursuant to the Act.

No later than June 30th of the final year of this advanced contract, the Board shall provide written notice to the Teacher of either nonrenewal of this contract pursuant to the Act or notice of a new advanced contract offer. If no action is taken by the Board prior to June 30th of the year this preliminary contract expires, the contract shall be deemed renewed for one year subject to time limitations in the Act. If the Teacher has reached the maximum number of preliminary contract years and fails to qualify for an advanced contract, he or she shall be deemed nonrenewed pursuant to the Act.

If the Teacher has attained continuing service status with the Board as of June 30, 2021, and demonstrates adequate progress toward obtaining an advanced contract pursuant to the Act, but fails to obtain the advanced credential, the Teacher shall have

one-time reversion rights to previous service status with the same board at the end of his/her preliminary contract period.

The Board and Teacher shall make every effort to terminate this contract on June 30 so that the Teacher is on the same cycle as other Teachers, even if that means shortening the contract term so that it ends on June 30.

Option #2: _____ The Teacher holds a valid and approved Alabama certificate in math or science, teaches approved courses [full-time], and holds an advanced credential allowing for an advanced contract pursuant to the Act. The Teacher shall be employed on this advanced contract for a period of up to three (3) years.

No later than June 30th of the final year of this advanced contract, the Board shall provide written notice to the Teacher of either nonrenewal of this contract pursuant to the Act or notice of a new advanced contract offer. If no action is taken by the Board prior to June 30th of the year this advanced contract expires, the contract shall be deemed renewed pursuant to the ACT.

Option #3: _____ The Teacher holds a valid and approved Alabama certificate in math or science, teaches approved courses [full-time], holds an advanced credential, and has more than twenty (20) years of service. The Teacher shall be employed on this advanced contract for a period of five (5) years.

No later than June 30th of the final year of this advanced contract, the Board shall provide written notice to the Teacher of either nonrenewal of this contract pursuant to the Act or notice of a new advanced contract offer. If no action is taken by the Board prior to June 30th of the year this advanced contract expires, the contract shall be deemed renewed pursuant to the ACT.

Section 2. Salary. (a) In consideration of an annual salary of \$ _____, for ____ days per year and of further agreements and consideration hereinafter stated, the Teacher agrees to use her or his best efforts to perform faithfully the duties of a Teacher for the Board and to abide by the rules, regulations and policies promulgated by the Board before or during the term of this Contract.

(b) In any year in which the Alabama Legislature enacts a pay raise for the TEAMS salary schedule teachers, the Teacher's salary will increase in accordance with the terms of the legislation.

(c) Any upward adjustment in salary during the term of this Contract shall not constitute a new contract or an amendment, modification, extension, waiver or cancellation of this Contract.

Section 3. Professional Status. The Teacher affirms that throughout the term of this Contract he or she will hold a valid and appropriate certificate to act as a TEAMS Teacher in schools in the State of Alabama. In the event the teacher loses or fails to maintain his or her qualifying certificate or advanced credential, the contract shall be summarily terminated.

Section 4. Teacher's Duties. The Teacher shall perform in a timely manner all duties delegated or assigned to the Teacher by federal, state, and local laws, policies, and regulations, by the Board, or by its Superintendent of Education (hereinafter referred to as "the Superintendent"). These duties may be changed during the term of this Contract at the discretion of the Superintendent. Such changes in duties do not

constitute a new contract, or an amendment, modification, extension, waiver or cancellation of this Contract.

Section 5. Transfer. The Board, upon the written recommendation of the Superintendent, is authorized to transfer the Teacher without loss of salary to other Teacher openings in the school system without a hearing at any time.

Section 6. Contract Termination for Cause. (a) For the duration of this Contract, the Contract may be terminated at any time for any of the reasons enumerated in state law and regulations.

(b) Termination of this Contract shall be in accordance with the Act.

Section 7. Contract Termination Without Cause. (a) For the duration of this Contract, the Contract may be terminated at any time without cause upon recommendation of the Superintendent and approval of the Board. If the Board approves termination without cause before the completion of the contract, the Teacher shall be paid the balance of salary and benefits due for the contract period.

Section 8. Contract Nonrenewal. (a) Nonrenewal of this Contract shall be in accordance with the provisions of the Act.

(b) The Teacher shall give the Superintendent at least 30 days' (*length of notice to be negotiated*) written notice of her or his intent not to seek renewal of the Contract. Notice shall be served by certified mail, return receipt requested, or by personal service, and by no other means.

(c) Should the Board and Teacher agree to renew the Contract but fail to execute a new Contract prior to the expiration of the current Contract, the terms and agreements herein shall continue to bind the parties in accordance with the provisions of the Act.

Section 9. Evaluation. The Teacher may be evaluated according to the process defined by the Local Board. If requested, the Teacher agrees to participate in the evaluation process and to complete any professional development plan resulting from the evaluation process.

Section 10. Benefits. The Teacher shall receive all benefits of employment that the state law or regulations or Board grants to all certificated employees. Changes in these benefits during the term of this Contract shall not constitute a new contract, or an amendment, modification, extension, waiver or cancellation of this Contract.

Section 11. Background Check. Pursuant to state law and regulations, the Board is required to conduct a criminal background check through the Alabama State Department of Education's (ALSDE) Educator Certification Office on all employees with unsupervised access to children. Failure to disclose a criminal conviction shall be considered a material breach of this Contract and shall subject the Teacher to termination.

Section 12. Professional Liability. The Teacher will be entitled to liability protection for acts and omissions within the line and scope of his or her position as provided by the Educators Liability Trust Fund, pursuant to Ala. Code §16-22-4.1 and subject to the terms, limitations and exclusions of said coverage.

Section 13. Implied Resignation. Should the Teacher voluntarily accept an administrative or supervisory position not covered by the Act during the term of this Contract or any subsequent or extended Contract, such acceptance shall act as implied resignation of this Contract as of the effective date of the Teacher's new position.

Section 14. Amendment, Modification, Extension or Waiver. This Contract shall not be amended, modified, extended or waived except in writing authorized, agreed upon, and executed by the Teacher and the Board, upon the written recommendation of the Superintendent.

Section 15. Severability. If during the term of this Contract it is found that part of the Contract is illegal and must be severed from the Contract, the remainder of the Contract shall remain in force, unless the severance causes the remainder of the Contract to fail in its essential purpose.

Section 16. Choice of Law. This contract shall be construed and enforced by the substantive laws of the State of Alabama.

Section 17. Interpretation of Agreement. No provision of this Contract shall be construed against or interpreted to the disadvantage of any party by any court or other governmental or judicial authority by reason of that party having, or being deemed to have, structured, dictated, or drafted that provision.

Section 18. Headings. The section headings in this Contract are entirely editorial, and in no way substantive. They do not create, enlarge, or diminish the rights and duties of the parties to this Contract.

Section 19. Other Agreements or Understandings. Provisions of this Contract supersede any previous agreements or understandings between the parties – whether oral or in writing – and will control in the event of a conflict with any other agreement or understanding that the parties may enter in to.

Section 20. Counterparts. This Contract may be executed in two counterparts, each of which shall be deemed an original but all of which will constitute one and the same Contract.

Section 21. Board Approval. The undersigned acknowledge that this Contract is void and a nullity unless the Board approves said Contract as evidenced by action of a majority of the Board in an official board meeting.

Section 22. ALSDE Review & Administration. The undersigned acknowledge that this Contract is void and a nullity should all requirements of the Act not be met. The undersigned acknowledge and agree this Contract, its terms, and the Teacher's qualifications are subject to review or comprehensive monitoring by the Alabama State Department of Education (ALSDE) at any time. The parties agree misrepresentations or failure to abide by all requirements of the Act may result in either party being charged back for receipts under the TEAMS fund in the Treasury.

REMAINDER OF PAGE INTENTIONALLY LEFT BLANK

Section 23. Certifications and Courses. The parties acknowledge and agree the Teacher is qualified for this contract as he/she holds the following valid and approved certifications and teaches the following approved courses [full-time] in accordance with the Act. (Approved List of Certifications and Courses Attached as Exhibit A)

VALID & APPROVED ALABAMA CERTIFICATE AS REQUIRED ¹	APPROVED COURSES [FULL-TIME] AS REQUIRED—ASSIGNED BY THE DISTRICT	NUMBER OF STUDENTS PER CLASS
Insert here	Insert here	
		Total # of students:

Section 24. Advanced Credentials. (a) If this is an advanced contract, the undersigned acknowledge and agree the Teacher is qualified for this contract as he/she holds the following a valid advanced credential issued by of on the following:

Approved Advanced Credential:	<u>Initial</u> which one verified as valid and current.
National Board for Professional Teacher Standards Early Adolescence Math or Early Adolescence and Young Adulthood Math	
National Board for Professional Teacher Standards Early Adolescence Science or Early Adolescence and Young Adulthood Science	
National Institute for STEM Education	

(b) The undersigned acknowledge and agree the Teacher does not currently hold an advanced credential. The Teacher agrees to demonstrate adequate progress toward such advanced credential as benchmarked below.

Approved Advanced Credential:	<u>Teacher to Initial Selection of Credential Below as Acknowledgement of Minimum Required Benchmarks.</u>
National Board for Professional Teacher Standards Early Adolescence Math or Early Adolescence and Young Adulthood Math	ADEQUATE PROGRESS During First Preliminary Contract Requires Successful Completion of Two (2) Components <i>Recommended—Component 1 (Content Knowledge) and Component 3 (Teaching Practice and Learning Environment)</i>

¹ Any changes to the Teacher's course schedule or teacher certifications should be reflected in writing as a addendum to this contract.

	<p>ADEQUATE PROGRESS During Second Preliminary Contract Requires Successful Completion of One (1) Component <i>Recommended—Component 2 (Differentiation in Instruction)</i></p> <p>ADEQUATE PROGRESS During Third Preliminary Contract Requires Successful Completion of Final Component <i>Recommended—Component 4 (Effective and Reflective Practitioner – Formative and Summative Assessments)</i></p>
National Board for Professional Teacher Standards Early Adolescence Science or Early Adolescence and Young Adulthood Science	<p>ADEQUATE PROGRESS During First Preliminary Contract Requires Successful Completion of Two (2) Components <i>Recommended—Component 1 (Content Knowledge) and Component 3 (Teaching Practice and Learning Environment)</i></p> <p>ADEQUATE PROGRESS During Second Preliminary Contract Requires Successful Completion of One (1) Component <i>Recommended—Component 2 (Differentiation in Instruction)</i></p> <p>ADEQUATE PROGRESS During Third Preliminary Contract Requires Successful Completion of Final Component <i>Recommended—Component 4 (Effective and Reflective Practitioner – Formative and Summative Assessments)</i></p>
National Institute for STEM Education	Successful Completion within one (1) year

Section 25. Professional Development. The Teacher acknowledges and agrees to complete at least four of his/her nine (9) days of annual high quality professional development administered, sponsored, or approved by the ALSDE.

Section 26. Penalties. In the event the Teacher desires to resign, retire, breach, or terminate this contract prior the expiration of its period without good and just cause, the Teacher may be required to compensate the Board a payment of up to thirty (30) days of Teacher's salary for each of the remaining years on the contract. Mid-year contract terminations by the Teacher may result in a pro rata termination fee for that year.

Section 27. Tenure. (a) The Teacher does/does not (circle one) have continuing services status with the contracting board.

(b) If attained, the Teacher voluntarily relinquishes continuing service (i.e., "tenure") status under the Students First Act of 2011, Chapter 24C of Title 16, Code of Alabama 1975. If continuing service status with contracting board was already attained as of June 30, 2021, the Teacher acknowledges the only exception to their relinquishment of continuing service status is that if he/she elects to participate in the TEAMS program under the same local board and maintains adequate progress toward the advanced contract

qualifications, but fails to obtain the credential or certification he/she shall have one-time reversion rights to the previous service status at the end of his or her preliminary contract period(s).

(c) The Teacher acknowledges years of service under this or any other TEAMS contract do not count toward earning tenure under the Students First Act.

Section 28. Conflict of Law. To the extent any provision of this Contract conflicts with the Act that provision shall be deemed amended to be consistent with the Act.

Section 29. Advice of Counsel. THE PARTIES TO THIS CONTRACT REPRESENT THAT THEY HAVE SIGNED IT (1) AFTER AMPLE, FULL, AND MATURE DELIBERATION, (2) WITH FULL AUTHORITY TO DO SO, (3) AFTER HAVING READ THE CONTRACT AND HAD THE OPPORTUNITY TO FREELY DISCUSS IT WITH COUNSEL AND ANY OTHER ADVISOR OF EACH PARTY'S CHOICE, AND (4) THAT THEY ARE SIGNING IT VOLUNTARILY AND FULLY AWARE OF ITS CONTENTS AND MEANING.

SECTION 30. Effective Date. The effective date of this Contract is July 1, 20__, (or other date as may be appropriate).

In Witness whereof, the parties have executed this Contract on the date indicated below.

Executed by the Board this ____ day of _____, 20__.

Superintendent of Education

Executed by the Teacher this ____ day of _____, 20__

Teacher

Exhibit A-Approved List of Certificates and Courses

ALABAMA STATE DEPARTMENT OF EDUCATION EDUCATOR CERTIFICATION SECTION

TEAMS Approved Mathematics, Science, and Computer Science Certificates & Endorsements for Grades 6-12 Mathematics and Science Courses

Professional Educator Certificates Grades 4-8
Math Endorsements: Mathematics
Science Endorsements: General Science, Biology*, Chemistry*, Earth and Space Science*
Professional Educator Certificates Grades 6-12
Math Endorsements: Mathematics, Geometry, Algebra I
Science Endorsements: General Science, Biology, Chemistry, Earth and Space Science*, Environmental Education*, Physics, Physical Science*
Computer Science Endorsements: Computer Science

Provisional Certificates Grades 4-8
Math Endorsements: Mathematics
Science Endorsements: General Science
Provisional Certificates Grades 6-12
Math Endorsements: Mathematics, Geometry, Algebra I
Science Endorsements: General Science, Biology, Chemistry, Physics
Computer Science Endorsements: Computer Science

Interim Employment Certificates Grades 4-8
Math Endorsements: Mathematics
Science Endorsements: General Science
Interim Employment Certificates Grades 6-12
Math Endorsements: Mathematics
Science Endorsements: General Science, Biology

Conditional Certificates (AL IHE) Grades 4-8
Math Endorsements: Mathematics
Science Endorsements: General Science
Conditional Certificates (AL IHE) Grades 6-12
Math Endorsements: Mathematics
Science Endorsements: General Science, Biology, Chemistry, Physics

*No longer available for initial issuance.

Exhibit A-Approved List of Certificates and Courses

Conditional Certificates (Teachers of Tomorrow) Grades 4-8	
Math Endorsements:	Mathematics
Science Endorsements:	General Science
Conditional Certificates (Teachers of Tomorrow) Grades 6-12	
Math Endorsements:	Mathematics, Geometry, Algebra I
Science Endorsements:	General Science, Biology, Chemistry, Physics

Higher Education Transitional Certificates Grades 4-8	
Math Endorsements:	Mathematics
Science Endorsements:	General Science
Higher Education Transitional Certificates Grades 6-12	
Math Endorsements:	Mathematics, Geometry, Algebra I
Science Endorsements:	General Science, Biology, Chemistry, Physics

Exhibit A-Approved List of Certificates and Courses

ALABAMA STATE DEPARTMENT OF EDUCATION INSTRUCTIONAL SERVICES SECTION

TEAMS Approved Mathematics, Science, and Computer Science Courses for Grades 6-12 Mathematics and Science

MATH	
Course Name	Course Number
Mathematics, Grade 6	02036G0606
Mathematics, Grade 7	02037G0707
Mathematics, Grade 8	02038G0808
Precalculus (1 CR)	02110G1000
Calculus	02121G1000
Calculus AB, AP	02124E1000
Calculus BC, AP	02125E1000
Statistics, AP	02203E1000
Mathematical Studies, SL, IB	02131E10SL
Mathematics Electives, Grades 9-12	02999G1000
Algebra with Finance	02155G1000
The Elements of College Mathematics	02138G1000
College Board Approved Pre-AP Algebra I	02052E10PR
Mathematics: Analysis & Approach, SL, IB	02140E10SL
Mathematics: Analysis & Approach, HL, IB	02140E10HL
Mathematics: App & Interpret, SL, IB	02139E10SL
Mathematics: App & Interpret, HL, IB	02139E10HL
Grade 7 Accelerated Mathematics	02037H0707
Grade 8 Accelerated Mathematics	02038H0808
Geometry w/Data Analysis (1 cr)	02073G1000
Geometry w/Data Analysis, Honors (1 cr)	02073H1000
Geometry w/Data Analysis, Advanced 1 cr	02073E1000
Algebra I w/Probability (1 cr)	02052G1000
Algebra I w/Probability, Honors (1 cr)	02052H1000
Algebra I w/Probability, Advanced (1 cr)	02052E1000
Algebra II w/Statistics (1 cr)	02056G1000
Algebra II w/Statistics, Honors (1 cr)	02056H1000
Algebra II w/Statistics, Advanced (1 cr)	02056E1000
Mathematics Lab Elective	02996G1000
Applications of Finite Mathematics	02136G1000
Mathematical Modeling	02137G1000
Calculus (0.5cr)	02121G0500

Exhibit A-Approved List of Certificates and Courses

Applications of Finite Math(0.5cr)	02136G0500
Algebra with Finance(0.5cr)	02155G0500
Mathematical Modeling (0.5cr)	02137G0500
CollegeBoard PreAP Geometry/Stats(.5cr)	02073E05PR
CollegeBoard PreAP Geometry/Stats(1cr)	02073E10PR
Geometry w/Data Analysis (1/2cr)	02073G0500
Geometry w/Data Analysis, Hon(1/2cr)	02073H0500
Geometry w/Data Analysis, Adv(1/2cr)	02073E0500
Algebra I w/Probability (1/2cr)	02052G0500
Algebra I w/Probability, Hon(1/2cr)	02052H0500
Algebra I w/Probability, Adv(1/2cr)	02052E0500
Algebra II w/Statistics (1/2cr)	02056G0500
Algebra II w/Statistics, Hon(1/2cr)	02056H0500
Algebra II w/Statistics, Adv(1/2cr)	02056E0500
Precalculus (1/2cr)	02110G0500
Precalculus, Honors (1/2cr)	02110H0500
Precalculus, Advanced (1/2cr)	02110E0500
Precalculus, Honors (1 cr)	02110H1000
Precalculus, Advanced (1 cr)	02110E1000
Career Mathematics	02153G1001
Career Mathematics A	02153G1012
Career Mathematics B	02153G1022

SCIENCE	
Course Name	Course Number
Science, Grade 6	03010G0606
Honors/Advanced Science, Grades PK-6	03999HPK06
Life Science, Grade 7	03237G0707
Life Science, Grade 7, Hon/Adv Level	03237H0707
Physical Science, Grade 8	03011G0808
Physical Science, Grade 8, Hon/Adv Level	03011H0808
Biology (1 cr)	03051G1000
Biology (0.5 cr)	03051G0500
Biology, Honors (1 cr)	03051H1000
Biology, Honors (0.5 cr)	03051H0500
Biology, Advanced Level (1 cr)	03051E1000
Biology, Advanced Level (0.5 cr)	03051E0500
CollegeBoard Approved Pre-AP Biology	03051E10PR
Biology, AP	03056E1000

Exhibit A-Approved List of Certificates and Courses

Biology, SL, IB	03057E10SL
Biology, HL, IB	03051E10HL
Human Anatomy and Physiology (1 cr)	03053G1000
Human Anatomy and Physiology (0.5 cr)	03053G0500
Human Anatomy and Physiology, Honors (1 cr)	03053H1000
Human Anatomy and Physiology, Honors (0.5 cr)	03053H0500
Human Anatomy and Physiology, Adv Level (1 cr)	03053E1000
Human Anatomy and Physiology, Adv Level (0.5 cr)	03053E0500
Environmental Science (1 cr)	03003G1000
Environmental Science (0.5 cr)	03003G0500
Environmental Science, Honors (1 cr)	03003H1000
Environmental Science, Honors (0.5 cr)	03003H0500
Environmental Science, Adv Level (1 cr)	03003E1000
Environmental Science, Adv Level (0.5 cr)	03003E0500
Environmental Science, AP	03207E1000
Environmental System and Societies, SL, IB	03208E10SL
Marine Science, (SDE Approval required)	03005G1000
Other SDE Approved Life Science Elective	03999G1000
Physical Science (1 cr)	03159G1000
Physical Science (0.5 cr)	03159G0500
Physical Science, Honors (1 cr)	03159H1000
Physical Science, Honors (0.5 cr)	03159H0500
Physical Science, Advanced Level (1 cr)	03159H1000
Physical Science, Advanced Level (0.5 cr)	03159H0500
Chemistry, (1 cr)	03101G1000
Chemistry, (0.5 cr)	03101G0500
Chemistry, Honors (1 cr)	03101H1000
Chemistry, Honors (0.5 cr)	03101H0500
Chemistry, Advanced Level (1 cr)	03101E1000
Chemistry, Advanced Level (0.5 cr)	03101E0500
Chemistry, AP	03106E1000
Chemistry, SL, IB	03107E10SL
Chemistry, HL, IB	03107E10HL
Other SDE Approved Chemistry Elective	03149H1000
Physics (1 cr)	03151G1000
Physics (0.5 cr)	03151G0500
Physics, Honors (1 cr)	03151H1000
Physics, Honors (0.5 cr)	03151H0500
Physics, Advanced Level (1 cr)	03151E1000
Physics, Advanced Level (0.5 cr)	03151E0500

Exhibit A-Approved List of Certificates and Courses

AP Physics 1: Algebra-Based	03165E1000
AP Physics 2: Algebra-Based	03166E1000
Physics C: Electricity and Magnetism, AP	03163E1000
Physics C: Mechanics	03164E1000
Physics, HL, IB	03157E10HL
Physics, SL, IB	03157E10SL
Other SDE Approved Physics Elective	03162G1000
Earth and Space Science (1 cr)	03008G1000
Earth and Space Science (0.5 cr)	03008G0500
Earth and Space Science, Honors (1 cr)	03008H1000
Earth and Space Science, Honors (0.5 cr)	03008H0500
Earth and Space Science, Adv Level (1 cr)	03008E1000
Earth and Space Science, Adv Level (0.5 cr)	03008E0500
Other SDE Approved E & Sp Sc Elect	03049G1000
Design Technology, SL, IB	03206E10SL
Design Technology, HL, IB	03206E10HL
Forensic and Crime Scene Investigations	15055G1000
Plant Biotechnology	18308G1002
Aquaculture Science	18306G1002
Introduction to Biotechnology	14252G1001
PLTW Principles of Engineering	21018G1000
Environmental Management	18504G1000
Human Body Structures and Functions	14299G1001
PLTW Human Body Systems	14299G1002

COMPUTER SCIENCE	
Course Name	Course Number
Computer Science, SL, IB	10159E10SL
Computer Science, HL, IB	10159E10HL
Computer Science A, AP	10157E1000
Computer Science Principles, AP	10019E1000
Exploring Computer Science	10012G1001
Computer Science Essentials - PLTW	10013G1000
Introduction to Computer Science-TEALS	10012G1002
Cybersecurity-PLTW	10016G1000
Intro to Digi Literacy & Computer Sc	10011G1000