



**We Teach
Alabama**

ALABAMA STATE DEPARTMENT *of* EDUCATION

TEAMS



FAQs



TEAMS Poster

Revised June 2022



Frequently Asked Questions¹

General Questions

Q-1. Is this a pay bonus, or a completely new salary scale?

A-1. The Education Trust Fund budget outlines a separate, increased salary schedule for the TEAMS plan. The matrix below illustrates the TEAMS salary increase by year of service and education level, plus the hard-to-staff supplement for TEAMS teachers that are hired by local education agencies. TEAMS teachers must hold a valid Alabama professional educator certificate or alternate certificate in middle level math or science OR secondary math, science or computer science AND teach [full-time] approved math and/or science courses in grades 6-12 with the appropriate certificate endorsements. The first matrix is the new TEAMS pay scale. The second matrix shows the difference between the standard teacher pay scale and the new TEAMS matrix. Any “hard-to-staff” supplement is added on to the new base salary but is expected to be payable as part of the salary and not in a lump sum. Click here for [all Salary Schedule information](#).



ALABAMA STATE DEPARTMENT of EDUCATION

TEAMS State Salary Matrix - FY23 Math and Science - 189 Day Contract					Hard to Staff School Supplement	TEAMS Special Compensation over Teacher Base Pay Matrix				
Yrs	Bachelor	Master	AA/EDS	Doctor		Yrs	Bachelor	Master	AA/EDS	Doctor
0	\$ 48,558	\$ 55,059	\$ 58,963	\$ 62,864	\$ 5,000	0	\$ 5,200	\$ 5,200	\$ 5,200	\$ 5,200
1	\$ 51,981	\$ 59,778	\$ 64,456	\$ 69,138	\$ 5,000	1	\$ 8,623	\$ 9,919	\$ 10,693	\$ 11,474
2	\$ 54,758	\$ 62,969	\$ 67,916	\$ 72,826	\$ 5,000	2	\$ 11,400	\$ 13,110	\$ 14,153	\$ 15,162
3	\$ 56,360	\$ 64,813	\$ 69,904	\$ 74,958	\$ 5,000	3	\$ 8,671	\$ 9,971	\$ 10,770	\$ 11,525
4	\$ 58,005	\$ 66,705	\$ 71,944	\$ 77,146	\$ 5,000	4	\$ 10,316	\$ 11,863	\$ 12,810	\$ 13,713
5	\$ 59,693	\$ 68,646	\$ 74,038	\$ 79,392	\$ 5,000	5	\$ 12,004	\$ 13,804	\$ 14,904	\$ 15,959
6	\$ 61,426	\$ 70,638	\$ 76,188	\$ 81,696	\$ 5,000	6	\$ 11,646	\$ 13,393	\$ 14,446	\$ 15,491
7	\$ 63,204	\$ 72,685	\$ 78,393	\$ 84,061	\$ 5,000	7	\$ 13,424	\$ 15,440	\$ 16,651	\$ 17,856
8	\$ 64,468	\$ 74,136	\$ 79,961	\$ 85,743	\$ 5,000	8	\$ 14,688	\$ 16,891	\$ 18,219	\$ 19,538
9	\$ 65,757	\$ 75,620	\$ 81,560	\$ 87,458	\$ 5,000	9	\$ 14,474	\$ 16,646	\$ 17,954	\$ 19,253
10	\$ 66,743	\$ 76,755	\$ 82,783	\$ 88,769	\$ 5,000	10	\$ 14,948	\$ 17,192	\$ 18,541	\$ 19,882
11	\$ 67,745	\$ 77,906	\$ 84,025	\$ 90,100	\$ 5,000	11	\$ 15,432	\$ 17,747	\$ 19,141	\$ 20,525
12	\$ 68,761	\$ 79,075	\$ 85,285	\$ 91,452	\$ 5,000	12	\$ 15,924	\$ 18,314	\$ 19,752	\$ 21,181
13	\$ 68,761	\$ 79,075	\$ 85,285	\$ 91,452	\$ 5,000	13	\$ 15,396	\$ 17,707	\$ 19,096	\$ 20,478
14	\$ 68,761	\$ 79,075	\$ 85,285	\$ 91,452	\$ 5,000	14	\$ 14,862	\$ 17,093	\$ 18,435	\$ 19,768
15	\$ 69,796	\$ 80,266	\$ 86,570	\$ 92,830	\$ 5,000	15	\$ 15,358	\$ 17,664	\$ 19,051	\$ 20,429
16	\$ 69,796	\$ 80,266	\$ 86,570	\$ 92,830	\$ 5,000	16	\$ 14,814	\$ 17,038	\$ 18,376	\$ 19,705
17	\$ 69,796	\$ 80,266	\$ 86,570	\$ 92,830	\$ 5,000	17	\$ 14,264	\$ 16,406	\$ 17,694	\$ 18,974
18	\$ 70,853	\$ 81,481	\$ 87,881	\$ 94,235	\$ 5,000	18	\$ 14,766	\$ 16,982	\$ 18,316	\$ 19,641
19	\$ 70,853	\$ 81,481	\$ 87,881	\$ 94,235	\$ 5,000	19	\$ 14,205	\$ 16,337	\$ 17,620	\$ 18,895
20	\$ 70,853	\$ 81,481	\$ 87,881	\$ 94,235	\$ 5,000	20	\$ 13,639	\$ 15,686	\$ 16,918	\$ 18,141
21	\$ 71,931	\$ 82,722	\$ 89,217	\$ 95,669	\$ 5,000	21	\$ 14,144	\$ 16,269	\$ 17,544	\$ 18,814
22	\$ 71,931	\$ 82,722	\$ 89,217	\$ 95,669	\$ 5,000	22	\$ 13,567	\$ 15,604	\$ 16,828	\$ 18,046
23	\$ 71,931	\$ 82,722	\$ 89,217	\$ 95,669	\$ 5,000	23	\$ 12,983	\$ 14,933	\$ 16,104	\$ 17,270
24	\$ 73,030	\$ 83,984	\$ 90,581	\$ 97,131	\$ 5,000	24	\$ 13,492	\$ 15,517	\$ 16,736	\$ 17,948
25	\$ 73,030	\$ 83,984	\$ 90,581	\$ 97,131	\$ 5,000	25	\$ 12,897	\$ 14,833	\$ 15,998	\$ 17,156
26	\$ 73,030	\$ 83,984	\$ 90,581	\$ 97,131	\$ 5,000	26	\$ 12,296	\$ 14,141	\$ 15,252	\$ 16,356
27	\$ 74,151	\$ 85,275	\$ 91,971	\$ 98,622	\$ 5,000	27	\$ 12,809	\$ 14,734	\$ 15,889	\$ 17,039
						28	\$ 12,196	\$ 14,028	\$ 15,128	\$ 16,223
						29	\$ 11,576	\$ 13,316	\$ 14,360	\$ 15,399
						30	\$ 10,951	\$ 12,596	\$ 13,584	\$ 14,567
						31	\$ 10,319	\$ 11,870	\$ 12,800	\$ 13,727
						32	\$ 9,680	\$ 11,135	\$ 12,008	\$ 12,878
						33	\$ 9,036	\$ 10,394	\$ 11,208	\$ 12,020
						34	\$ 8,385	\$ 9,645	\$ 10,401	\$ 11,154
						35	\$ 7,727	\$ 8,889	\$ 9,585	\$ 10,280

¹ The information contained in this resource is for general guidance only. Although legal information is provided, this guidance should not be considered legal advice.

Q-2. Is this another teacher incentive plan? How do I know this plan will not just disappear the next year?

A-2. Act 2021-340 created the TEAMS Plan. Additionally, this act created the TEAMS Fund in the State Treasury for an annual allocation from the Legislature to support this plan.

Q-3. Who confirms eligibility of a teacher to the TEAMS plan?

A-3. The local superintendent confirms eligibility once a teacher submits an application. A teacher can only become a TEAMS teacher with the recommendation of the local superintendent and approval of the local Board. Teachers are hired by local school systems, not assigned by the State Department of Education. Not all math and science teachers will necessarily receive TEAMS contracts.

Q-4. How many TEAMS positions will each school district receive?

A-4. Each school district will receive one math and one science position for every 105 students in combined grades 6-12. [FY23 District TEAMS Allocations](#)

Q-5. If a school or school district qualifies for 6 math and 6 science teachers but has 7 math and 5 science teachers eligible for participation, can this be allowed since they did not exceed the total eligible number of TEAMS positions for the school or district?

A-5. No, the law provides the TEAMS fund shall allocate one position for math and one for science for every 105 students in combined grades 6-12. Districts could fill additional positions from other funding sources, but the TEAMS fund allocates money to local districts in accordance with the law.

Q-6. What is application process?

A-6. Visit our [teachinalabama portal](#) to apply for positions around the state and make sure to complete the TEAMS section. Even if TEAMS positions are not specifically posted, you are able to select a district of your choice and your application will be sent directly to that district. If you have previously used this website to apply in Alabama, you will need to make necessary updates under the TEAMS section. See also Q-7.

Q-7. How do I apply?

A-7. The application is available by visiting [Teacher Center - Alabama Department of Education \(alabamaachievers.org\)](#). In order to be sure you are applying for a TEAMS position in your school district only, here are some tips you can use when completing the application:

- When choosing where to work on the application, only mark the district you are seeking to work in. This can be found on the [“Where Do You Want to Work”](#) page.
- Next, be sure and **only** opt out from emails after you are hired.
- Lastly, if you are hired in a TEAMS position by your school district, be sure and go back on the portal and mark yourself as hired, or inactivate your account. This will eliminate other school districts from reaching out to you when they go on to search for potentially candidates.

Do I have to apply again once I’ve had a contract?

A second application is not required by the law but could be required by a local board. Page one of the model contract provides, in part, “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 preliminary 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 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."

Q-8. I am an out of state teacher; how can I apply?

A-8. Visit [Teacher Center - Alabama Department of Education \(alabamaachieves.org\)](https://alabamaachieves.org) to apply and make sure to complete the TEAMS section. Also, see Q-6 and Q-7.

Q-9. When will the hard-to-staff school list be released?

A-9. The department shall annually determine which schools are hard-to-staff based on out-of-field teaching assignments, poverty levels, etc. TEAMS employment in a Hard-to-Staff school qualifies for \$5,000 supplement. [FY23 Hard-to-Staff Schools](#)

Q-10. Will the Hard to Staff Schools list change?

A-10. 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.

Q-11. If I am a current teacher, will I get to stay at my current school?

A-11. There is no guarantee a participating TEAMS teacher would stay in a previous teaching assignment. Employment matters and teaching assignments are the determination of your local district.

Q-12. What is considered teaching math and science fulltime?

A-12. Fulltime means teaching all class periods during the day, except for a planning period. For instance, in a seven-period day, a teacher must teach six periods of qualifying math or science courses.

Q-13. Will there be an opportunity to apply in future years if you are not accepted this first year?

A-13. Yes, there will be opportunities to apply in the future. As long as positions are open at your school district, you may apply.

Certification and Courses

Q-14. What must I be certified in to be eligible for the TEAMS salary matrix?

A-14. To view a full list of certifications, click [here](#).

Q-15. What courses do I have to teach?

A-15. To view a full list of eligible courses, click [here](#).

Q-16. Would a math/science teacher teaching the majority of their schedule in approved math/science classes and an elective or non-core class one or two periods per day be eligible?

A-16. “Full-time” means a participating teacher teaches every period in the approved math, science, or computer science courses, with the exception of one planning period, equal in duration to the other periods. The [Model Contract](#) should provide additional assistance to districts and teachers in thinking through specific schedule questions.

Any request for core class or teaching permit substitution/deviation would need to come specifically from a local district to the Department. **Waivers are not granted for teachers who are teaching multiple elective or intervention courses as it would not meet the definition of teaching full-time under the Act.**

Where do we get a waiver for a TEAMS teacher to teach a non-approved course?

Requests for schedule waivers that allow TEAMS teachers to teach non-approved courses and all other TEAMS questions should still be submitted to TEAMS@alsde.edu.

To determine if any part of the day, such as “Advisory” or “Homeroom” period, needs a waiver, please consider the following:

- Is the period part of the instructional day? If the answer is yes, then it should be considered in determining whether the teacher is teaching math/science [full-time] as required by the law. There is a difference between a “Homeroom” that appears on a teacher’s schedule and an “ACT Prep” or “Advisory” course that is equal in duration to all other classes. A district has to make this determination for each TEAMS teachers’ day and, if necessary, proceed with a waiver request.
- The standard is that we will grant schedule waivers to allow TEAMS teachers to teach a non-approved course/elective that improves student achievement in math/science for one period per day (equal in duration to other periods of day). In limited circumstances the first year of TEAMS, we granted waivers for two non-approved courses—with clear directions that two non-approved courses would not meet the definition of teaching [full-time] under TEAMS going forward.
- Proposed schedules for TEAMS [full-time] teachers should look like the samples below. If the period in question is not part of the instructional day, then no waiver is needed. If a contract is submitted showing a “homeroom,” it is not rejected. If there is any part of the instructional day (minus one planning period) that is not approved, then a waiver is needed.

Sample Schedules	
Homeroom 1 st : Biology 2 nd : Life Science, Grade 7 3 rd : Life Science, Grade 7 4 th : Planning 5 th : Life Science, Grade 7 6 th : Life Science, Grade 7 7 th : Life Science, Grade 7	Homeroom 1 st : ACT Prep 2 nd : Calculus 3 rd : Planning 4 th : Algebra with Finance
<i>All approved courses, no waiver needed.</i>	<i>The ACT Prep period would need a waiver to count toward teaching [full-time] under TEAMS—which would be granted.</i>

Q-17. Will the qualifying course list be updated to include Dual Enrollment or other additional courses for TEAMS?

A-17. An approved dual enrollment course that fulfills a graduation requirement and as part of an articulation agreement with a higher education entity in science or math counts since it is an accepted substitute course. Dual enrollment courses have been added to the approved course list. The driving question surrounding approved courses is whether the course is a 6-12 credit bearing/required course that appears in Math or Science Course of Study. If a course counts as a department approved substitute for a credit bearing course on the approved list, it could also be approved. However, that course is only an elective, it is not approved.

The list is subject to change as additional courses submitted for review receive approval.

Q-18. I am an out of state teacher who holds a valid math or science certificate in another state, how can I apply for a math or science certificate in Alabama?

A-18. Visit the [Educator Certification Section](#) to apply for certification based on certificate reciprocity.

Q-19. I am an Alabama certified teacher; how can I obtain certification in math or science?

A-19. There are several ways; however, the swiftest option is meeting requirements of the [Additional Teaching Field Approach](#). You must hold a valid Alabama Professional Educator Certificate (in a teaching field) and pass the Alabama-approved Praxis subject assessment.

For other certification options, please visit [Educator Certification](#).

Q-20. I teach a computer science course, but I only hold a Computer Science permit, and not a professional Computer Science certificate/endorsement/have not taken my praxis for CS yet, would my schedule be eligible for a TEAMS contract?

A-20. Certain computer science certifications and courses are eligible. Generally, only those computer science courses that are approved for math or science core credits are approved. A waiver request for a CS Permit to be allowable for the matching approved CS Permit course **WOULD BE GRANTED until June 30, 2023**. The teacher's professional educator certificate must otherwise qualify for TEAMS and the temporary CS Permit waiver will only be granted for those with a TEAMS-approved math/science professional educator certificate. Please see this [Superintendent's Memo FY22-2014](#) for more information.

Q-21. Advanced credential is mentioned in the TEAMS Bill. What is the difference between advanced degree, advanced certification, and advanced credential?

A-21. Advanced Degree – A degree beyond the bachelor's degree (e.g., master's, education specialist, doctorate) earned at an institution that was regionally accredited at the time the degree was earned.

Advanced Certification – Alabama Professional Certificates are issued at the following levels:

- Class B (bachelor's degree level)
- Class A (master's degree level)
- Class AA (education specialist degree level)

The Class A and Class AA Professional Certificates are considered advanced certification.

Advanced Credential -- See the Advanced Credential section.

Q-22. An individual is currently enrolled in an Alternative Master’s program in Elementary Education (grades K-6) at an Alabama university, but would like to teach mathematics in grades 6-8. Can another alternative route be pursued in mathematics while the individual is enrolled in an Elementary Education program?

A-22. This is possible; however, the following should be considered:

- The individual will not be able to hold an Interim Employment Certificate in Elementary Education and another alternative certificate in mathematics at the same time.
- There will be issues for the individual when it is time for the internship in Elementary Education if they are on a TEAMS contract.
- Coursework used for meeting requirements of any alternative approach cannot be used in the Alternative Master’s program.
- If the individual has already held one or more Interim Employment Certificates, he/she may not be eligible for an alternative certificate in a different teaching field.

Be advised that there may be other unforeseen circumstances that may adversely impact the individual.

Q-23. Is an Emergency Certificate considered an alternate certificate?

A-23. No, an emergency certificate is not considered an alternate certificate. The alternate certificates are considered the provisional, interim, and conditional ones listed [here](#).

Q-24. I did not see the Computer Science Discoveries course on the approved list. Is it approved?

A-24. The driving question surrounding approved courses is whether the course is a 6-12 credit bearing/required course that appears in Math or Science Course of Study. If the Computer Science Discoveries course counts as an SDE approved substitute for a credit bearing course on the approved list, it could also be approved. However, that course is only an elective, it is not approved.

Q-25. The 5th-grade math and science teachers at our schools also teach upper-grade math/science. Will this prevent them from being included with TEAMS if they teach two periods of 5th grade Math/Science?

A-25. Generally, a teacher who has two periods of non-approved courses (5th grade Math/Science) is not eligible.

Q-26. Does an online or ACCESS math course count as being full-time? For example, does teaching 2 blocks of Geometry in-person and one block of Geometry online qualify as full-time on a 4-block schedule?

A-26. This could be dependent on various factors—such as are you employed through ACCESS or through a school district, are you the teacher of record or a facilitator?

Q-27. Does a virtual or alternative school teacher qualify under the TEAMS plan?

A-27. We cannot say that all virtual or all alternative school teachers either are or are not eligible, but participation in the TEAMS program is completely dependent on:

- (1) is the teacher appropriately certified and teaching [full-time] in their field (see approved certifications list);
- (2) is the teacher teaching approved courses [full-time] (see approved certification list); and
- (3) does the teacher currently hold or willing to hold and make adequate progress toward one of the advanced credentials?

If the answer to each of these questions is yes, then a teacher who is employed by a district, who teaches virtually or at an alternative school *may* be eligible. See also Q-26 as the virtual teacher is required to be teaching and not facilitating.

Q-28. Is it a requirement that I have to teach at least 105 students?

A-28. As long as you are teaching approved courses, you do not have to teach a certain number of students. The 105 number is used to determine how many positions each local school district will receive.

Q-29. My teacher has 3 sections of Math Intervention on their schedule, in addition to teaching all other approved courses. Can this teacher be eligible for a TEAMS course waiver?

A-29. Note, in limited circumstances, we have approved two (2) non-approved courses to count toward teaching (full-time) under the TEAMS Act, but only with the understanding that after **June 30, 2022, two (2) non-approved courses will no longer count as meeting the TEAMS teaching (full-time) requirement.**

However, if you have any courses you wish to count as a substitute for core courses and get published on the “approved TEAMS courses” list, then they will need to be submitted to our instructional services team for full course review and determination if they can count as an ALSDE approved core math/science substitute.

Q-30. How do I get a course that I believe is rigorous enough to be on the TEAMS approved list?

A-30. If you believe this course will likely meet the rigor required to count as a substitute for an approved class, we encourage you to reach out to the instructional services department to get these courses to count **as a substitute for core courses and get published on the “approved TEAM courses” list.**

Q-31. What is the process to submit a course or elective to be counted as a substitute for core courses and get it published on the “approved TEAMS courses” list?

A-31. If you will visit the following linked document, [Alabama State Department of Education Waiver Options and Request Procedures](#), it will outline the process for submitting a new course for review on page 3.

Here is an outline of the steps that are detailed in the linked document above:

New Course Request - [Click here to complete the online request form.](#)

Complete when requesting a course not currently in an approved Alabama Course of Study or renewing a previously submitted and approved new course request.

- **Initial New Course Request:** LEAs will select this option when an initial New Course Request is submitted. With this request, the following supporting documentation is required:
 - Locally developed standards for the new course;
 - curriculum plan developed for the new course; and
 - If state adopted instructional materials are not available for the new course, the rubric for vetting the selected high-quality instructional materials/curriculum.
 - [Click here to access the standards and curriculum plan template.](#)
This template may be used by the LEA to develop the curriculum plan.

Contracts

Q-32. What is the difference between an advanced contract versus a preliminary contract?

A-32. A teacher who does not hold the required advanced credential, but is otherwise eligible, may be offered a preliminary contract for one year, which can be extended from year-to-year for a maximum of three years.

A teacher meeting all the necessary criteria, including the advanced credential, may be offered an advanced TEAMS contract for up to a three-year contract period.

Q-33. What happens at the end of my TEAMS contract?

A-33. Act 2021-340 provides additional contract details, but generally provides:

After completion of a preliminary contract period a local board shall do one of the following:

- (1) Offer the participating teacher another preliminary one-year advance contract, subject to limitations, or an advanced contract.
- (2) Nonrenew the teacher's preliminary contract and employment entirely, without a stated reason.
- (3) Nonrenew the teacher's preliminary contract without a stated reason and reemploy the teacher in any position outside of the program.

After completion of an advanced contract period a local board shall do one of the following:

- (1) Offer the participating teacher another advanced contract of up to three years.
- (2) Nonrenew the teacher's advanced contract and employment entirely for any stated reason.
- (3) Nonrenew the teacher's advanced contract for any stated reason, and reemploy the teacher in any position outside the program.

Termination: A board may terminate for cause anytime for any of the following reasons: immorality, insubordination, neglect of duty, conviction of a felony or crime of moral turpitude, failure to comply with board policy, incompetency, justifiable decrease in positions, and incarceration. If the board terminates the teacher without cause before the contract ends, the teacher is due the balance of the contract salary and benefits. Bear in mind that participation in the program and all contracts are subject to local superintendent recommendation and local board approval as well.

Q-34. Can a teacher pass the Praxis to add an additional teaching field this summer and begin a TEAMS contract immediately after passing the test?

A-34. There is no set deadline for submission of TEAMS contracts. A district may hire to fill one of their TEAMS positions at any time. The contract and salary amount must be pro-rated to reflect on the time the teacher was "qualified."

Q-35. What if I am working toward the necessary advanced credentials?

A-35. A teacher may qualify for one-year preliminary TEAMS contracts for up to three years while demonstrating adequate progress toward the advanced credential. Each advanced credential has unique requirements. Under very limited circumstances, some teachers may qualify for additional time, up to six years. The [Model Contract](#) details required "adequate progress" benchmarks for each one-year preliminary contract.

Q-36. What if I am a new teacher with insufficient teaching experience to begin the advanced credential?

A-36. In limited circumstances, participating teacher with insufficient experience to obtain the advanced credential within three years may have his or her preliminary contract extended for a maximum of six total years.

Q-37. What happens if I have been working toward, but do not obtain or maintain the required advanced credential for an advanced TEAMS contract.

A-37. Any teacher who is unable to obtain or maintain the advanced credential will no longer be eligible for the TEAMS plan.

Q-38. How will my progress toward an advanced credential be monitored?

A-38. Each individual contract must include a provision to ensure adequate progress toward the advanced contract qualifications, to include benchmark advancement during the teacher's preliminary contract period. The [Model Contract](#) provides the required "adequate progress" benchmarks and spell out the penalties and/or recourse for failing to maintain progress toward the advanced credential.

Q-39. What happens if circumstances beyond my control prevent me from finishing an advanced credential and I want to try again later.

A-39. A superintendent, on behalf of a participating teacher, may request a teacher be allowed to opt-in a second time after the teacher's previous failure to timely qualify for an advanced contract. These status exemptions, including but not limited to health conditions, family emergency, or change in county of residence, must be approved the State Department of Education.

Q-40. What does a TEAMS teacher contract contain?

A-40. See all provisions of model contract [here](#).

Q-41. Are advanced TEAMS contracts guaranteed for three years (provided a teacher is not fired for cause)?

A-41. The law states that advanced contracts can be up to three years. They are not required to be for three years, rather an advanced contract may be for 1, 2, or 3 years (except for those with more than 20 years of service, which shall be 5 years).

Advanced Credential

Q-42. Does the state provide a grant or scholarship to assist in becoming NBCT certified?

A-42. Yes, the state offers a scholarship for any teacher who applies and is accepted (see [2021 NBCT scholarship memorandum](#)). Visit the [scholarship details](#) page for additional information.

A teacher is required to complete the NBCT portfolio (all four components) within the time allowed by the National Board. The scholarship will only pay for up to four components (up to \$1,900) and does not pay for sections that have to be retaken. If the teacher does not have sufficient experience to apply for the advanced credentials/certification upon initial TEAMS application, a preliminary TEAMS contract may be extended year-to-year for a maximum of either three or six years—depending on the teacher's experience level.

The state also provides a \$5,000 base stipend to teachers that receive and currently hold a valid NBCT certification and an additional \$5,000 stipend for certain NBCT teachers. See the [2021-2022 NBCT memorandum](#) for additional information. New memorandum released each fiscal year under "memos" on www.alabamaachieves.org.

Q-43. What are the necessary advanced credentials?

A-43. A participating teacher shall have an advanced credential from the National Institute for STEM Education or the National Board for Professional Teaching Standards—Early Adolescence or Adolescence and Young Adulthood Math or Science.

The Act states: A participating teacher shall have obtained a specialized certification or credential issued by one of the following within three years of admission to the program:

1. The National Institute for STEM Education.
2. The National Board for Professional Teaching Standards - Early Adolescence or Adolescence and Young Adulthood Math or Science.
3. Any other credential established by the Department.

Currently, the State Department of Education has no plans to create a new rigorous certification or credential—therefore, NISE and NBCT are the only options.

Q-44. What is the STEM Advanced Credential?

A-44. National Institute for STEM education details can be found on their [website](#).

Q-45. National Board Certification expires after 5 years. Does the STEM certification expire? If they both expire, do I have to go through the whole certification again to be qualified to be in the TEAMS program?

A-45. We are aware that the NBCT certification must be renewed, but they have their own process for renewal. Once you complete your renewal, you would remain qualified for the TEAMS program. We are unaware of STEM certification renewal details. Please visit <https://nise.institute/> for more information.

Q-46. Are there advantages to NBCT over the NISE STEM advanced credential?

A-46. There is no NISE STEM scholarship available through the state, but there is a possible NBCT scholarship in pursuit of the NBCT.

Also, there are no additional stipends on top of this new math/science schedule when one obtains a NISE STEM advanced credential. Those who obtain NBCT receive an independent NBCT stipend on top of this new salary schedule—see the NBCT stipend [memo](#).

Q-47. Under the model contract, it states that STEM certification should be done within one year, under the preliminary contract. However, the preliminary contract is allowed to be awarded up to 3 years. What adequate progress must we meet for the STEM certification?

A-47. Yes, adequate progress for the STEM certification is one year. Because of the rigor of the two advanced credentials, one was given a longer time span of completion due to it being so in-depth with certain deadlines governed by the NBCT national organization.

Q-48. What are the NBCT subjects that are eligible for TEAMS advanced credentialing?

A-48. The National Board of Professional Teacher Standards - Early Adolescence or Early Adolescence and Young Adulthood **Math** or Early Adolescence or Early Adolescence and Young Adulthood **Science**.

Professional Development

Q-49. What are the details on the four days of professional development requirement?

A-49. Teachers on this plan are required to be employed on 189-day contracts, and at least four of the nine professional development days must be approved by the State Department of Education. The

Department may publish pre-approved PD options in the future. TEAMS teachers will have nine (9) days of PD, and four (4) of them must be SDE approved.

Q-50. Our contracts for TEAMS teachers began September 1. We have a teacher that completed A+ E3 PD in July. The teacher has asked if that training would count for this school year?

A-50. The four days of approved PD can be spread out at the discretion of a district, so long as the TEAMS teacher still works the 189 days. First year contract dates will be a little tough, but ideally, each TEAMS contract is a 365-day contract for 189 working days (i.e. teachers are paid over 12 months) and the PD should be completed within the contract period.

Q-51. Which professional development is considered TEAMS approved?

A-51. The original ALSDE list of approved TEAMS PD can be found in [Superintendent Memo FY22-2029](#), but click [here](#) for the most up-to-date TEAMS [Approved PD](#) list on the ALSDE website.

Q-52. I read the memo about TEAMS professional development and had some questions. I did not see AP training specifically mentioned. Are AP training sessions approved as well? Does the 2021 - 2022 school year, for purposes of training received, start in August or is June and July included?

A-52. AP is “sponsored” by A+, it counts as well.

Q-53. Who pays for the TEAMS PD?

A-53. This works like any other PD. If your district provides some amount to cover professional learning expenses, there is no prohibition stating it cannot be used on TEAMS PD.

Q-54. Are other PD offerings by A+ College Ready not considered HQPD? Such as the 2-day Fall conference and the AP Summer Institute?

A-54. Since AP is “sponsored” by A+, it counts as well.

Q-55. Will completing 4 days of training from the approved list during the summer be sufficient to fulfill the PD requirement for my current TEAMS contract?

A-55. Districts will keep track of the completion dates of approved training and connect them to the contract period for which the teacher is hired.

Q-56. How many of these PD days must be outside of our school hours?

A-56. This is at the discretion of your employing district. Ideally, it’s better to have the TEAMS teacher in front of students each day and complete professional learning while students are not in session, but there is no prohibition against your district allowing you to get a substitute to attend approved PD.

Q-57. If I completed my PD days during the school year, do I still have to work the extra days?

A-57. Yes, TEAMS contracts require 189 workdays.

Q-58. How do we providers get approved by the state department as TEAMS PD? Can they be pre-approved?

A-58. Providers will submit an application to the ALSDE. Additional guidance and the application process can be found [here](#) under Professional Learning on the ALSDE website.

Q-59. Who keeps track of my TEAMS approved PD hours?

A-59. Districts will keep track of the completion dates of approved training and connect them to the contract period for which the teacher is hired. It is the responsibility of a TEAMS teacher and his or her district who approve/maintain professional learning in accordance with local policies and the necessary required days of TEAMS approved PD. Progress or status reports are not required to be submitted to ALSDE unless requested in a TEAMS audit or other monitoring situation. Districts can utilize the sample PDF Form previously provided in [FY22-2029](#).

Q-60. Are there any eLearning courses that are TEAMS approved?

A-60. There are currently no eLearning courses that count as TEAMS approved PD.

Q-61. The law requires a certain number of approved TEAMS PD days, what does this mean since most of my PD is calculated in hours?

A-61. The TEAMS Act requires at least four (4) days of approved professional development. Although professional development is often calculated in clock hours, each teacher should complete sufficient PD to equate to four (4) workdays.

Q-62. Will my work towards one of the advanced credentials count as TEAMS approved PD?

A-62. National Institute of Stem Education (NISE) and NBCT trainings directly related to a TEAMS contract are on the approved list.

Q-63. Do my masters or higher-level college courses count as approved PD?

A-63. Only if the provider applies and is placed on the [Approved PD](#) list.

Retirement and Tenure

Q-64. I am a current teacher. What happens to my tenure if I apply for a TEAMS position?

A-64. A participating teacher voluntarily relinquishes continuing service (i.e. “tenure”) status under the Students First Act. Years of service in TEAMS do not count toward earning tenure under the Students First Act.

Any teacher who has attained continuing service status with his or her local board, and elects participation in the program under the same local board, shall be deemed to have voluntarily relinquished his or her status and protections under the Students First Act. The only exception is any teacher who has attained continuing service status with his or her local board as of June 30, 2021, and elects participation in the program under the same local board and maintains adequate progress toward the advanced contract qualifications, but fails to obtain the credential or certification shall have one-time reversion rights to the previous service status at the end of his or her preliminary contract period(s).

Q-65. Do years on the TEAMS plan count toward my retirement?

A-65. Years of teaching on the TEAMS plan would count toward retirement, but any specific retirement questions should be directed to the Retirement Systems of Alabama. Each teacher on the TEAMS plan, is properly placed on the TEAMS salary schedule according to degree earned and years of public education service, either in-state or out-of-state.

Q-66. What if I am close to retirement, can I still qualify for a contract?

A-66. Generally, any otherwise eligible teacher may qualify for preliminary one-year contract(s) while obtaining a necessary advanced credential. Each individual contract must include a provision to ensure adequate progress toward the advanced contract qualifications, to include benchmark advancement during the teacher’s preliminary contract period. The [Model Contract](#) provides the

required “adequate progress” benchmarks and spell out the penalties and/or recourse for failing to maintain progress toward the advanced credential.

Once a teacher obtains the advanced credential, he or she may qualify for advanced contract(s) for up to a period of up to three years.

However, teachers with more than 20 years of service who hold an advanced credential shall be offered an advanced contract for a period of 5 years.

Q-67. Are current retirees eligible to come out of retirement to be a TEAMS teacher? If so, is there a different process they would follow? I understand that they would have to submit paperwork to TRS to stop retirement. I am trying to get an understanding on the TEAMS contract side. Do they get to count their previous years of service, contract length, etc.?

A-67. Years of teaching on the TEAMS plan would count toward retirement, but any specific retirement questions should be directed to the Retirement Systems of Alabama. Each teacher on the TEAMS plan, is properly placed on the TEAMS salary schedule according to degree earned and years of public education service, either in-state or out-of-state.

Funding

Q-68. What if I am already receiving the NBCT stipend currently?

A-68. Subject to annual verification, you can receive the NBCT stipend in addition to the new TEAMS salary matrix.

Q-69. Will a teacher that is on a preliminary contract while working on advanced certification for the three-to-six-year period receive the TEAMS supplement during those preliminary contract years or will they only receive it when advanced certification is achieved?

A-69. The TEAMS pay scale and hard-to-staff supplement is for all eligible teachers on a preliminary or advanced contract.

Q-70. Does out of state experience count on the teams pay scale?

A-70. Yes, each participating teacher shall be properly placed on the TEAMS salary schedule according to degree earned and years of public education service, either in-state or out-of-state.

Q-71. Do the TEAMS act teachers count as foundation units for schools or are they in addition to? I was thinking I had read in the bill language or one of the summaries that these teachers would not count in the foundation units for schools?

A-71. Act 2021-340 provides the department shall allocate “the appropriate incremental TEAMS salary increases net of the State Minimum Salary Schedule” on a monthly basis. Essentially, the TEAMS fund in the treasury will pay the difference between the TEAMS Salary schedule and Regular Salary Schedule. The Act does not add additional teacher units or make any changes to the foundation program (school funding mechanism).

Q-72. Will we as the district receive notification that a TEAMS application has been approved? How will districts receive funding?

A-72. Once each district has hired/executed TEAMS contracts, they will be required to submit certain data to the ALSDE as their request for TEAMS funding. For FY22, this information was to be emailed to TEAMSFunding@alsde.edu as provided [Superintendent's Memo FY21-3037](#) . For FY23, District Funding Applications will be submitted to ALSDE online rather than email. The online application will be available after July 1, 2022. [FY21-3037](#).

We are in the process of calculating the funding for each LEA based on the approval received from Teacher Certification. Funds will be disbursed to the LEAs as follows:

- 50% within two weeks of the notification of allocation
- 25% in March of 2022
- 25% in June or July of 2022

When the initial disbursement is received, a portion of those funds should be posted against the receivable.

Q-73. At what point will a district begin receiving funding for said teacher?

A-73. Districts will receive TEAMS funding as contracts are executed and they submit the request to ALSDE.

Q-74. Which masters level and above will get paid on the TEAMS schedule?

A-74. If a current teacher was already approved for masters or higher pay on the Regular Teacher Salary Schedule, ALSDE will provide funding for the comparable salary cell under the TEAMS schedule. All [Verification of Higher Degree \(VHD\) forms](#) and processing of such will remain the same. Although a local district may choose to pay at a higher rate, only those higher degrees recognized by ALSDE certification section will equate to what TEAMS funding the district will receive.

Q-75. We have hired 19 teachers. What is the deadline for funding forms to receive funding?

A-75. There is no deadline for the forms, simply fill them out once you have all the necessary information and send in your district's TEAMS Funding application to ALSDE.

Q-76. Wanted to confirm if years of experience should be transferred to 9 months or 12 months per year on the TEAMS funding forms?

A-76. 1 year of service would be 12 months. Each teacher is given a credit for a year of service.

Q-77. Once we get everything together, will we receive retroactive funds for our teachers (beginning in August)?

A-77. We will be paying from the time the contract is initiated for each teacher. There will be mid-year recipients and the start date of the contract determines the prorated amount to be paid for the remainder of the year.

Q-78. I have a teacher who just earned a certificate to qualify for the TEAMS contract. Can we make the contract effective at the beginning of the school year, or does it have to be effective after the qualifying certificate was issued? Also, does the contract length have to be 1 year, or can it be for the remainder of this year (through June 30)?

A-78. The contract date needs to reflect when the teacher had the proper teaching certificate under TEAMS. Yes, the contract can be prorated for less than a year, as long as the teacher can maintain the contract requirements to obtain their advance credential.

For additional questions regarding the TEAMS plan please email TEAMS@alsde.edu.



TEAMS

Teacher Excellence and Accountability for Mathematics and Science

Determining Eligibility of TEAMS Teacher Positions

Start

Does the teacher hold a valid Alabama professional educator certificate or alternate certificate in middle level math or science OR secondary math, science or computer science

AND

teach [full-time] approved math and/or science courses in grades 6-12 with the appropriate certificate endorsements?

y

THEN
the teacher is eligible to apply for a TEAMS contract with the local superintendent. To determine the type of contract, please proceed below.

n

Next

Does the teacher currently hold or plan to obtain an Advanced Credential from either the National Institute for STEM Education or National Board for Professional Teaching Standards (NBPTS) Certification in math or science?

y

IF
the teacher currently holds Advanced Credentials,
THEN
the teacher is eligible for an **ADVANCED TEAMS** contract for a period up to three years.

IF

the teacher does not currently hold, but is planning to obtain Advanced Credentials,

THEN

the teacher is eligible to apply for a one-year **PRELIMINARY TEAMS** contract that is renewable from three to six years.

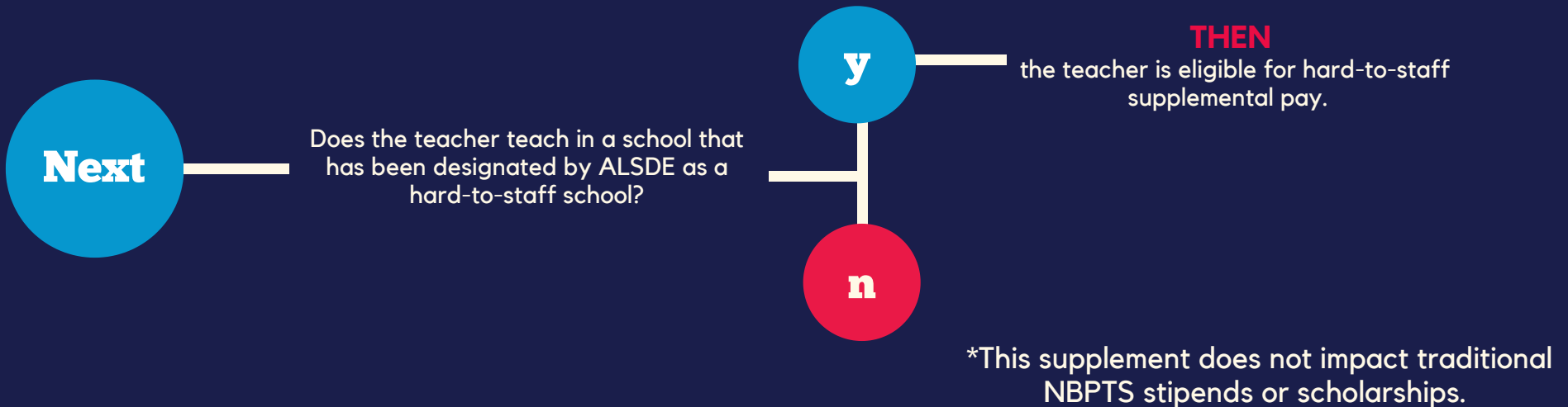
n



TEAMS

Teacher Excellence and Accountability for Mathematics and Science

Determining Eligibility of TEAMS Teacher Positions



Employment Terms

- Participating teachers will be on contract for 189 days.
- A teacher who has attained continuing service status with his or her local education agency (LEA), and elects participation in the program under the same LEA, shall be deemed to have voluntarily relinquished his or her status and protections under the Students First Act. Any teacher who has attained continuing service status can revert to previous service status, if they do not pass their advanced credentials test.
- First contract would be PRELIMINARY one-year, unless the teacher already has one of the specialized credentials—then the teacher can obtain an ADVANCED three-year contract immediately. PRELIMINARY contracts must have provision to ensure a teacher's adequate progress to ADVANCED contract qualification.
- Teachers with over 20 years of service have to agree to participation for a term of at least five years.
- Subject to limited waivers, a participating teacher shall only qualify for PRELIMINARY contracts for his or her maximum three- or six-year period.
- At end of PRELIMINARY or ADVANCED contract, the LEA may:
 - Offer the participating teacher a new, ADVANCED three-year contract;
 - Terminate the teacher's employment by not nonrenewing or approving a new contract; or
 - Reemploy the teacher in any position outside of the program.
- LEA may cancel contract for any reason, and pay salary and benefits for remainder of contract.
- LEA may cancel contract for cause, and teacher could request hearing and appeal from said hearing would be to hearing officer through department.