



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.

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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.

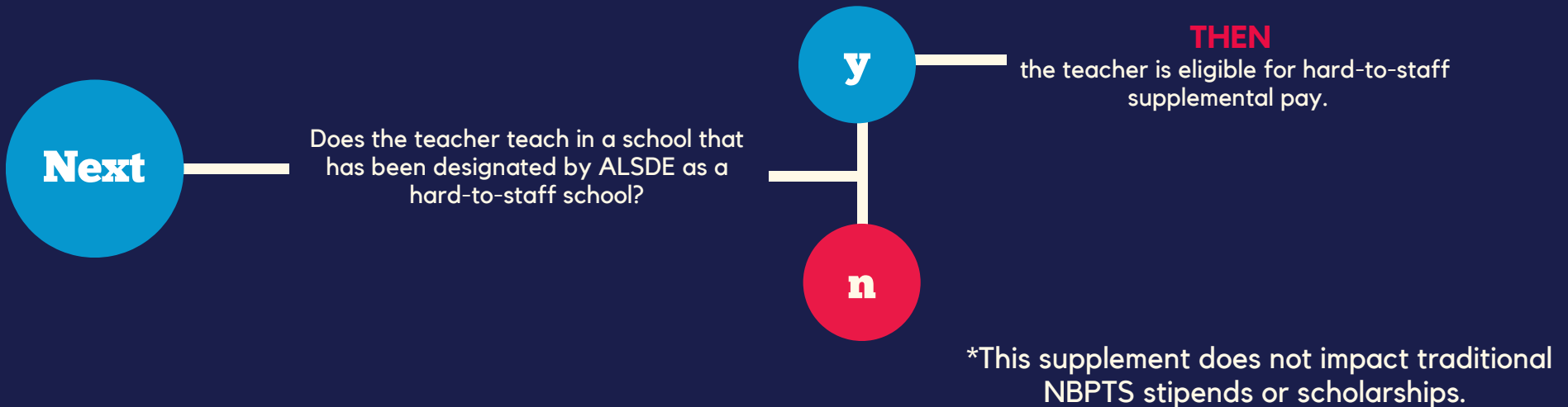
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Employment Terms

- 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.