



We Teach
Alabama

ALABAMA STATE DEPARTMENT *of* EDUCATION

TEAMS



Overview



FAQs



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.

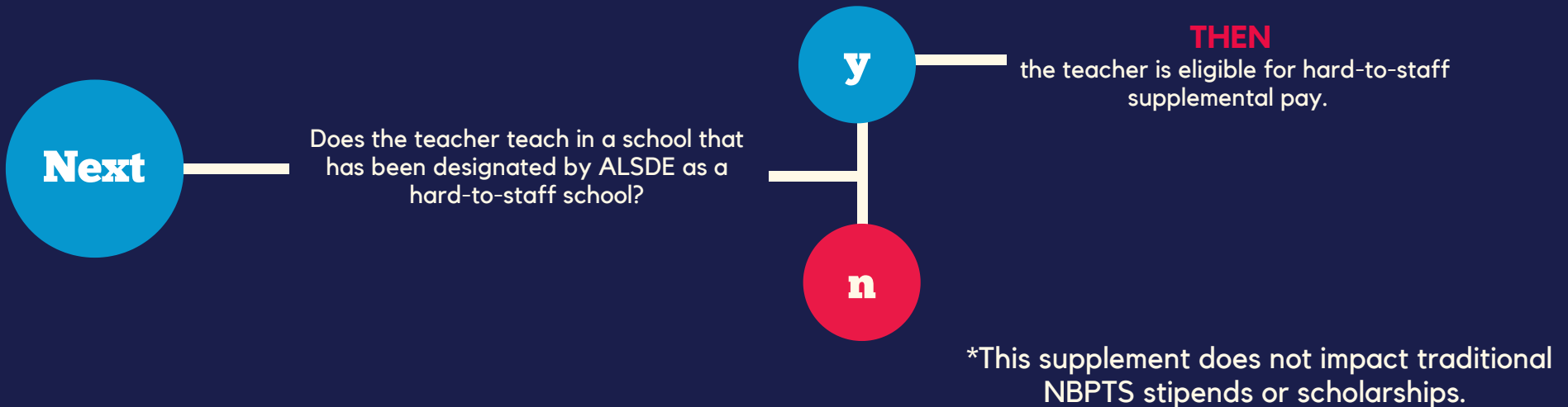
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TEAMS

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.



Frequently Asked Questions

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.

Yrs		Bachelor	Master	AA/EDS	Doctor	Hard-to-Staff School Supplement
0	\$ 46,690	\$ 52,941	\$ 56,695	\$ 60,446	\$	5,000
1	\$ 49,982	\$ 57,479	\$ 61,977	\$ 66,479	\$	5,000
2	\$ 52,652	\$ 60,547	\$ 65,304	\$ 70,025	\$	5,000
3	\$ 54,192	\$ 62,320	\$ 67,215	\$ 72,075	\$	5,000
4	\$ 55,774	\$ 64,139	\$ 69,177	\$ 74,179	\$	5,000
5	\$ 57,397	\$ 66,006	\$ 71,190	\$ 76,338	\$	5,000
6	\$ 59,063	\$ 67,921	\$ 73,258	\$ 78,554	\$	5,000
7	\$ 60,773	\$ 69,889	\$ 75,378	\$ 80,828	\$	5,000
8	\$ 61,988	\$ 71,285	\$ 76,886	\$ 82,445	\$	5,000
9	\$ 63,228	\$ 72,712	\$ 78,423	\$ 84,094	\$	5,000
10	\$ 64,176	\$ 73,803	\$ 79,599	\$ 85,355	\$	5,000
11	\$ 65,139	\$ 74,910	\$ 80,793	\$ 86,635	\$	5,000
12	\$ 66,116	\$ 76,034	\$ 82,005	\$ 87,935	\$	5,000
13	\$ 66,116	\$ 76,034	\$ 82,005	\$ 87,935	\$	5,000
14	\$ 66,116	\$ 76,034	\$ 82,005	\$ 87,935	\$	5,000
15	\$ 67,112	\$ 77,179	\$ 83,240	\$ 89,260	\$	5,000
16	\$ 67,112	\$ 77,179	\$ 83,240	\$ 89,260	\$	5,000
17	\$ 67,112	\$ 77,179	\$ 83,240	\$ 89,260	\$	5,000
18	\$ 68,128	\$ 78,347	\$ 84,501	\$ 90,611	\$	5,000
19	\$ 68,128	\$ 78,347	\$ 84,501	\$ 90,611	\$	5,000
20	\$ 68,128	\$ 78,347	\$ 84,501	\$ 90,611	\$	5,000
21	\$ 69,164	\$ 79,540	\$ 85,786	\$ 91,989	\$	5,000
22	\$ 69,164	\$ 79,540	\$ 85,786	\$ 91,989	\$	5,000
23	\$ 69,164	\$ 79,540	\$ 85,786	\$ 91,989	\$	5,000
24	\$ 70,221	\$ 80,754	\$ 87,097	\$ 93,395	\$	5,000
25	\$ 70,221	\$ 80,754	\$ 87,097	\$ 93,395	\$	5,000
26	\$ 70,221	\$ 80,754	\$ 87,097	\$ 93,395	\$	5,000
27	\$ 71,299	\$ 81,995	\$ 88,434	\$ 94,829	\$	5,000

Yrs		Bachelor	Master	AA/EDS	Doctor
0	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
1	\$ 8,292	\$ 9,538	\$ 10,282	\$ 11,033	\$ 11,033
2	\$ 10,962	\$ 12,606	\$ 13,609	\$ 14,579	\$ 14,579
3	\$ 8,337	\$ 9,587	\$ 10,355	\$ 11,085	\$ 11,085
4	\$ 9,919	\$ 11,406	\$ 12,317	\$ 13,189	\$ 13,189
5	\$ 11,542	\$ 13,273	\$ 14,330	\$ 15,348	\$ 15,348
6	\$ 11,198	\$ 12,878	\$ 13,891	\$ 14,895	\$ 14,895
7	\$ 12,908	\$ 14,846	\$ 16,011	\$ 17,169	\$ 17,169
8	\$ 14,123	\$ 16,242	\$ 17,519	\$ 18,786	\$ 18,786
9	\$ 14,406	\$ 16,568	\$ 17,869	\$ 19,162	\$ 19,162
10	\$ 15,354	\$ 17,659	\$ 19,045	\$ 20,423	\$ 20,423
11	\$ 16,317	\$ 18,766	\$ 20,239	\$ 21,703	\$ 21,703
12	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
13	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
14	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
15	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
16	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
17	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
18	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
19	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
20	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
21	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
22	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
23	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
24	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
25	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
26	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704
27	\$ 16,318	\$ 18,767	\$ 20,240	\$ 21,704	\$ 21,704

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.

Q-5. If a school or school district qualifies for 6 math and 6 science teachers but has 7 math and 5 science 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.* 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-6.* 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-7.* What is application process?

A-7. Visit www.alsde.edu/teachinalabama 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-9.

Q-8. When will the hard-to-staff school list be released?

A-8. The department shall annually determine which schools are hard-to-staff based on out-of-field teaching assignments, poverty levels, etc. The list of hard-to-staff schools is expected to be released by the end of May 2021.

Q-9.* How do I apply?

A-9. The application is available by clicking <http://www.alsde.edu/teachinalabama>. 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.

Q-10. I am an out of state teacher; how can I apply?

A-10. Visit www.alsde.edu/teachinalabama to apply for open positions around the state and make sure to complete the TEAMS section.

Q-11. Does out of state experience count on the teams pay scale?

A-11. 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.

Certification and Courses

Q-12. What must I be certified in to be eligible for the TEAMS salary matrix?

A-12. To view a full list of certifications, click [here](#).

Q-13. What courses do I have to teach?

A-13. To view a full list of eligible courses, click [here](#).

Q-14.*There is only one (1) engineering course in the approved list (PLTW Principles of Engineering). Will other engineering course titles / numbers be considered for inclusion given the fact that Engineering is one of the targeted teacher categories in the legislative bill?

A-14. Act 2021-340 defines MATH as mathematics courses that appear in the Alabama Course of Study, including mathematics for grades 6-12; and SCIENCE as science courses that appear in the Alabama Course of Study, including science for grades 6-12; or other secondary science courses, engineering, and computer science courses, as approved by the department. Currently, PLTW Principles of Engineering is the only course approved as a science

credit-eligible course within the CTE STEM Cluster; however, additional courses may be added as each CTE COS is revised, etc. The program is intended to allow those engineering and computer science courses that have been approved as a “core” math or science credit to be approved.

There have already been additional engineering courses submitted for department approval, so the list will be updated as additional courses are approved.

Q-15. What is considered teaching math and science fulltime?

A-15. 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. See also Q-17.

Q-16. 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-16. Visit the [Educator Certification Section](#) to apply for certification based on certificate reciprocity.

Q-17.* Would a math/science teacher teaching the majority of their schedule in traditional math/science classes and ACT prep for eligible math and science classes one or two periods per day be eligible?

A-17. “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 that will be published by the end of May 2021 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. Such request would need to address questions such as:

- Are all students covered with a fully qualified teacher?
- Is the teacher’s caseload at least 105 students?
- Is the period/course in question committed to the improvement of mathematics, science, or computer science?

Q-18. I am an Alabama certified teacher; how can I obtain certification in math or science?

A-18. 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), verify two full scholastic years of P-12 classroom teaching experience, and pass the Alabama-approved Praxis subject assessment.

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

Q-19. Is computer science included?

A-19. 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. Computer science teaching permits are not included—see full list under the Certification and Courses section above for eligibility.

Q-20.*Advanced credential is mentioned in the TEAMS Bill. What is the difference between advanced degree, advanced certification, and advanced credential?

A-20. 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 FAQ-26 under Contracts.

Q-21.*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-21. 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.

Contracts

Q-22. What is the difference between an advanced contract versus a preliminary contract?

A-22. 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-23. What are some reasons my contract could be non-renewed?

A-23. 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-24. 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-24. There is no set deadline for submission of TEAMS contracts. A district may hire to fill one of their TEAMS positions at any time.

Q-25. What if I am working toward the necessary advanced credentials?

A-25. 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.

Q-26. What are the necessary advanced credentials?

A-26. 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-27. What if I am a new teacher with insufficient teaching experience to begin the advanced credential?

A-27. A 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-28. What happens if I have been working toward, but do not obtain or maintain the required advanced credential for an advanced TEAMS contract.

A-28. Any teacher who is unable to obtain or maintain the advanced credential will no longer be eligible for the TEAMS plan.

Q-29.*How will my progress toward an advanced credential be monitored?

A-29. 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 that will be released by the end of May 2021 will provide the required "adequate progress" benchmarks and spell out the penalties and/or recourse for failing to maintain progress toward the advanced credential.

Q-30. What happens if circumstances beyond my control prevent me from finishing an advanced credential and I want to try again later.

A-30. 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-31. What does a TEAMS teacher contract contain?

A-31. The department is developing a model participating teacher contract which is expected to be released by the end of May 2021. Each model preliminary contract must include a provision to ensure a participating teacher's adequate progress toward advanced contract qualification—with demonstrable benchmarked advancement.

Q-32. 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-32. The TEAMS pay scale and hard-to-staff supplement is for all eligible teachers on a preliminary or advanced contract.

National Board for Professional Teaching Standards

Q-33.*Does the state provide a grant or scholarship to assist in becoming NBCT certified?

A-33. 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 [2020-2021 NBCT memorandum](#) for additional information.

Q-34. What if I am already receiving the NBCT stipend currently?

A-34. You will still receive the NBCT stipend in addition to the new TEAMS salary matrix.

Professional Development

Q-35. What are the details on the four days of professional development requirement?

A-35. 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.

Retirement and Tenure

Q-36. I am a current teacher. What happens to my tenure if I apply for a TEAMS position?

A-36. 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-37. Do years on the TEAMS plan count toward my retirement?

A-37. 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-38. What if I am close to retirement, can I still qualify for a contract?

A-38. 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 that will be released by the end of May 2021 will provide 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 qualify to be offered an advanced contract for a period of 5 years.

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