

HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	House File 787	House Committee: Passed 2-27-25 (23-0)
Committee:	Education	House Floor:
Floor Manager:	Rep. Wheeler	Senate Floor: PASSED 4/9/25 (47-0)
Date:	May 7, 2025	Governor:
Staff:	Kristin Rozeboom (1-3015)	

Iowa Education Reform Bill: Teacher Salaries and Preparation

- Modifies the calculation of teacher salary supplement district cost per pupil to ensure it meets minimum salary requirements, including costs associated with retirement contributions.
- Allows for adjustments in salary calculations if discrepancies in reported teacher experience are found.
- Updates pre-student teaching field experience requirements, reducing the minimum hours for teacher intern preparation programs.
- Clarifies the financial responsibilities of school districts regarding out-of-state placements for special education students, requiring agreements for payment.

Section by Section Analysis

DIVISION I: TEACHER SALARY SUPPLEMENT DISTRICT COST PER PUPIL

Amendments to Section 257.10:

The bill modifies how the Department of Management (DOM) calculates the teacher salary supplement district cost per pupil.

It eliminates the tier system based on school district enrollment and instead requires DOM to calculate a cost per pupil that meets minimum teacher salary requirements, including costs related to retirement contributions and federal taxes.

If a school district incorrectly reported a teacher's years of experience, DOM will adjust the cost per pupil for the following budget year to reflect the correct reporting.

DIVISION II: TEACHER PREPARATION

Amendments to Section 256.16:

The bill changes the requirement for pre-student teaching field experiences, allowing for flexibility in the number of hours required for teacher intern preparation programs.

It modifies the criteria for crediting prior work experience as a substitute teacher, removing the requirement for a para-educator certificate.

The bill also removes the requirement for students in certain programs to submit a job offer with their application.

DIVISION III: OUT-OF-STATE PLACEMENT

New Section 282.35:

This section establishes criteria for placing children requiring special education in out-of-state facilities or with out-of-state providers.

It defines terms such as "child," "district of residence," and "resident."

It outlines the conditions under which a district of residence can place a child out-of-state, including the need for an agreement with the facility or provider.

The district is not financially responsible for services unless an agreement is in place, and it can submit an accounting of costs to the Department of Education (DE) for reimbursement.

DIVISION IV: ONLINE STATE JOB POSTING SYSTEM

Amendments to Section 84A.6:

The bill repeals the existing requirement for the Department of Workforce Development to manage a job posting system and instead assigns this responsibility to the DE.

It establishes a new online state job posting system for school districts, charter schools, area education agencies, and accredited nonpublic schools, ensuring accessibility and non-discrimination in hiring practices.

DIVISION V: TEACHER COMPENSATION

Amendments to Sections 284.15, 284.16, and 284.17:

The bill sets the minimum salary for teachers with at least twelve years of experience at \$62,000, effective July 1, 2025.

It introduces a provision that allows teachers who have retired and returned to teaching to have a minimum salary of \$50,000, regardless of their years of experience.

Similar provisions are made for instructional coaches and other educational roles, ensuring that returning teachers are compensated fairly.

Amendment Analysis

H-1224 by Senate

- Changes "covered employment" to "covered full-time employment"
- Instead of stating that a job posting must not discriminate in hiring on the basis of race, ethnicity, national origin, gender, age, physical disability, sexual orientation, gender identity, religion, marital status, or status as a veteran, simply refers to Code section 216.6.