



SENATE MOTION

MADAM PRESIDENT:

I move that Senate Bill 356 be amended to read as follows:

- 1 Delete pages 10 through 11.
- 2 Page 12, delete lines 1 through 34, begin a new paragraph and
- 3 insert:
- 4 "SECTION 8. IC 20-28-9-1.5, AS AMENDED BY P.L.216-2021,
- 5 SECTION 22, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
- 6 JULY 1, 2022]: Sec. 1.5. (a) This subsection governs salary increases
- 7 for a teacher employed by a school corporation. Compensation
- 8 attributable to additional degrees or graduate credits earned before the
- 9 effective date of a local compensation plan created under this chapter
- 10 before July 1, 2015, shall continue for school years beginning after
- 11 June 30, 2015. Compensation attributable to additional degrees for
- 12 which a teacher has started course work before July 1, 2011, and
- 13 completed course work before September 2, 2014, shall also continue
- 14 for school years beginning after June 30, 2015. For school years
- 15 beginning after June 30, 2015, a school corporation may provide a
- 16 supplemental payment to a teacher in excess of the salary specified in
- 17 the school corporation's compensation plan under any of the following
- 18 circumstances:
- 19 (1) The teacher:
- 20 (A) teaches an advanced placement course or a Cambridge
- 21 International course; or
- 22 (B) has earned a master's degree from an accredited
- 23 postsecondary educational institution in a content area directly
- 24 related to the subject matter of:
- 25 (i) a dual credit course; or
- 26 (ii) another course;
- 27 taught by the teacher.

- 1 (2) Beginning after June 30, 2018, the teacher:
 2 (A) is a special education professional; or
 3 (B) teaches in the areas of science, technology, engineering, or
 4 mathematics.
- 5 (3) Beginning after June 30, 2019, the teacher teaches a career or
 6 technical education course.
- 7 In addition, a supplemental payment may be made to an elementary
 8 school teacher who earns a master's degree in math, reading, or
 9 literacy. A supplement provided under this subsection is not subject to
 10 collective bargaining, but a discussion of the supplement must be held.
 11 Such a supplement is in addition to any increase permitted under
 12 subsection (b).
- 13 (b) Increases or increments in a local salary range must be based
 14 upon a combination of the following factors:
- 15 (1) A combination of the following factors taken together may
 16 account for not more than fifty percent (50%) of the calculation
 17 used to determine a teacher's increase or increment:
- 18 (A) The number of years of a teacher's experience.
 19 (B) The possession of either:
 20 (i) additional content area degrees beyond the requirements
 21 for employment; or
 22 (ii) additional content area degrees and credit hours beyond
 23 the requirements for employment, if required under an
 24 agreement bargained under IC 20-29.
- 25 (2) The results of an evaluation conducted under IC 20-28-11.5.
 26 (3) The assignment of instructional leadership roles, including the
 27 responsibility for conducting evaluations under IC 20-28-11.5.
 28 (4) The academic needs of students in the school corporation.
- 29 (c) To provide greater flexibility and options, a school corporation
 30 may differentiate the amount of salary increases or increments
 31 determined for teachers. A school corporation shall base a
 32 differentiated amount under this subsection on reasons the school
 33 corporation determines are appropriate, which may include the:
- 34 (1) subject or subjects, including the subjects described in
 35 subsection (a)(2), taught by a given teacher;
 36 (2) importance of retaining a given teacher at the school
 37 corporation; and
 38 (3) need to attract an individual with specific qualifications to fill
 39 a teaching vacancy.
- 40 (d) A school corporation may provide differentiated increases or
 41 increments under subsection (b), and in excess of the percentage
 42 specified in subsection (b)(1), in order to:
- 43 (1) reduce the gap between the school corporation's minimum
 44 teacher salary and the average of the school corporation's
 45 minimum and maximum teacher salaries; or
 46 (2) allow teachers currently employed by the school corporation

- 1 to receive a salary adjusted in comparison to starting base salaries
2 of new teachers.
- 3 (e) Except as provided in subsection (f), a teacher rated ineffective
4 or improvement necessary under IC 20-28-11.5 may not receive any
5 raise or increment for the following year if the teacher's employment
6 contract is continued. The amount that would otherwise have been
7 allocated for the salary increase of teachers rated ineffective or
8 improvement necessary shall be allocated for compensation of all
9 teachers rated effective and highly effective based on the criteria in
10 subsection (b).
- 11 (f) Subsection (e) does not apply to a teacher in the first two (2) full
12 school years that the teacher provides instruction to students in
13 elementary school or high school. If a teacher provides instruction to
14 students in elementary school or high school in another state, any full
15 school year, or its equivalent in the other state, that the teacher provides
16 instruction counts toward the two (2) full school years under this
17 subsection.
- 18 (g) A teacher who does not receive a raise or increment under
19 subsection (e) may file a request with the superintendent or
20 superintendent's designee not later than five (5) days after receiving
21 notice that the teacher received a rating of ineffective. The teacher is
22 entitled to a private conference with the superintendent or
23 superintendent's designee.
- 24 (h) The Indiana education employment relations board established
25 in IC 20-29-3-1 shall publish a model compensation plan with a model
26 salary range that a school corporation may adopt.
- 27 (i) Each school corporation shall submit its local compensation plan
28 to the Indiana education employment relations board. For a school year
29 beginning after June 30, 2015, a local compensation plan must specify
30 the range for teacher salaries. The Indiana education employment
31 relations board shall publish the local compensation plans on the
32 Indiana education employment relations board's Internet web site.
- 33 (j) The Indiana education employment relations board shall review
34 a compensation plan for compliance with this section as part of its
35 review under IC 20-29-6-6.1. The Indiana education employment
36 relations board has jurisdiction to determine compliance of a
37 compensation plan submitted under this section.
- 38 (k) This chapter may not be construed to require or allow a school
39 corporation to decrease the salary of any teacher below the salary the
40 teacher was earning on or before July 1, 2015, if that decrease would
41 be made solely to conform to the new compensation plan.
- 42 (l) After June 30, 2011, all rights, duties, or obligations established
43 under IC 20-28-9-1 before its repeal are considered rights, duties, or
44 obligations under this section.
- 45 **(m) An employment contract described in IC 20-28-6-7.3**
46 **between an adjunct teacher and a school corporation is not subject**

1 **to this section."**
(Reference is to SB 356 as printed January 28, 2022.)

Senator FORD J.D.