

HOUSE BILL No. 1081

DIGEST OF INTRODUCED BILL

Citations Affected: IC 20-28-9-1.5.

Synopsis: Teacher salaries. Makes changes to factors used to determine increases or increments in a local salary range. Removes an obsolete provision.

Effective: July 1, 2017.

Cook

January 5, 2017, read first time and referred to Committee on Education.



Introduced

First Regular Session of the 120th General Assembly (2017)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2016 Regular Session of the General Assembly.

HOUSE BILL No. 1081

A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 20-28-9-1.5, AS AMENDED BY P.L.106-2016,
2 SECTION 10, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2017]: Sec. 1.5. (a) This subsection governs salary increases
4 for a teacher employed by a school corporation. Compensation
5 attributable to additional degrees or graduate credits earned before the
6 effective date of a local compensation plan created under this chapter
7 before July 1, 2015, shall continue for school years beginning after
8 June 30, 2015. Compensation attributable to additional degrees for
9 which a teacher has started course work before July 1, 2011, and
10 completed course work before September 2, 2014, shall also continue
11 for school years beginning after June 30, 2015. For school years
12 beginning after June 30, 2015, a school corporation may provide a
13 supplemental payment to a teacher in excess of the salary specified in
14 the school corporation's compensation plan if the teacher teaches an
15 advanced placement course or has earned a master's degree from an
16 accredited postsecondary educational institution in a content area
17 directly related to the subject matter of:

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- 1 (1) a dual credit course; or
 2 (2) another course;
 3 taught by the teacher. In addition, a supplemental payment may be
 4 made to an elementary school teacher who earns a master's degree in
 5 math or reading and literacy. A supplement provided under this
 6 subsection is not subject to collective bargaining, but a discussion of
 7 the supplement must be held. Such a supplement is in addition to any
 8 increase permitted under subsection (b).
 9 (b) Increases or increments in a local salary range must be based
 10 upon a combination of the following factors:
 11 (1) **For a compensation plan created before July 1, 2017, a**
 12 **combination of the following factors taken together may account**
 13 **for not more than thirty-three percent (33%) of the calculation**
 14 **used to determine a teacher's increase or increment:**
 15 (A) The number of years of a teacher's experience.
 16 (B) The attainment of either:
 17 (i) additional content area degrees beyond the requirements
 18 for employment; or
 19 (ii) additional content area degrees and credit hours beyond
 20 the requirements for employment, if required under an
 21 agreement bargained under IC 20-29.
 22 (2) **For a compensation plan created after June 30, 2017, a**
 23 **combination of the following factors weighted in the**
 24 **calculation used to determine a teacher's increase or**
 25 **increment in a manner determined by the school corporation:**
 26 (A) **The number of years of a teacher's experience.**
 27 (B) **The attainment of either:**
 28 (i) **additional content area degrees beyond the**
 29 **requirements for employment; or**
 30 (ii) **additional content area degrees and credit hours**
 31 **beyond the requirements for employment, if required**
 32 **under an agreement bargained under IC 20-29.**
 33 ~~(2)~~ (3) The results of an evaluation conducted under
 34 IC 20-28-11.5.
 35 ~~(3)~~ (4) The assignment of instructional leadership roles, including
 36 the responsibility for conducting evaluations under IC 20-28-11.5.
 37 ~~(4)~~ (5) The academic needs of students in the school corporation.
 38 (c) Except as provided in subsection (d), a teacher rated ineffective
 39 or improvement necessary under IC 20-28-11.5 may not receive any
 40 raise or increment for the following year if the teacher's employment
 41 contract is continued. The amount that would otherwise have been
 42 allocated for the salary increase of teachers rated ineffective or



1 improvement necessary shall be allocated for compensation of all
2 teachers rated effective and highly effective based on the criteria in
3 subsection (b).

4 (d) Subsection (c) does not apply to a teacher in the first two (2) full
5 school years that the teacher provides instruction to students in
6 elementary school or high school. If a teacher provides instruction to
7 students in elementary school or high school in another state, any full
8 school year, or its equivalent in the other state, that the teacher provides
9 instruction counts toward the two (2) full school years under this
10 subsection.

11 (e) A teacher who does not receive a raise or increment under
12 subsection (c) may file a request with the superintendent or
13 superintendent's designee not later than five (5) days after receiving
14 notice that the teacher received a rating of ineffective. The teacher is
15 entitled to a private conference with the superintendent or
16 superintendent's designee.

17 (f) The department shall publish a model compensation plan with a
18 model salary range that a school corporation may adopt. ~~Before July 1,~~
19 ~~2015, the department may modify the model compensation plan, as~~
20 ~~needed, to comply with subsection (g).~~

21 (g) Each school corporation shall submit its local compensation plan
22 to the department. For a school year beginning after June 30, 2015, a
23 local compensation plan must specify the range for teacher salaries.
24 The department shall publish the local compensation plans on the
25 department's Internet web site.

26 (h) The department shall report any noncompliance with this section
27 to the state board.

28 (i) The state board shall take appropriate action to ensure
29 compliance with this section.

30 (j) This chapter may not be construed to require or allow a school
31 corporation to decrease the salary of any teacher below the salary the
32 teacher was earning on or before July 1, 2015, if that decrease would
33 be made solely to conform to the new compensation plan.

34 (k) After June 30, 2011, all rights, duties, or obligations established
35 under IC 20-28-9-1 before its repeal are considered rights, duties, or
36 obligations under this section.

