

HOUSE BILL No. 1158

DIGEST OF INTRODUCED BILL

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

Synopsis: Minimum teacher salary. Provides that, for a school year beginning after June 30, 2020, the minimum annual salary for a full-time teacher employed by a school corporation may not be less than \$50,000.

Effective: July 1, 2020.

Hatfield

January 8, 2020, read first time and referred to Committee on Ways and Means.



Second Regular Session of the 121st General Assembly (2020)

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 2019 Regular Session of the General Assembly.

HOUSE BILL No. 1158

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.211-2019,
2 SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2020]: 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 under any of the following
15 circumstances:

- 16 (1) The teacher:
17 (A) teaches an advanced placement course or a Cambridge



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



- 1 subsection (a)(2), taught by a given teacher;
 2 (2) importance of retaining a given teacher at the school
 3 corporation; and
 4 (3) need to attract an individual with specific qualifications to fill
 5 a teaching vacancy.
- 6 (d) A school corporation may provide differentiated increases or
 7 increments under subsection (b), and in excess of the percentage
 8 specified in subsection (b)(1), in order to:
 9 (1) reduce the gap between the school corporation's minimum
 10 teacher salary and the average of the school corporation's
 11 minimum and maximum teacher salaries; or
 12 (2) allow teachers currently employed by the school corporation
 13 to receive a salary adjusted in comparison to starting base salaries
 14 of new teachers.
- 15 (e) Except as provided in subsection (f), a teacher rated ineffective
 16 or improvement necessary under IC 20-28-11.5 may not receive any
 17 raise or increment for the following year if the teacher's employment
 18 contract is continued. The amount that would otherwise have been
 19 allocated for the salary increase of teachers rated ineffective or
 20 improvement necessary shall be allocated for compensation of all
 21 teachers rated effective and highly effective based on the criteria in
 22 subsection (b).
- 23 (f) Subsection (e) does not apply to a teacher in the first two (2) full
 24 school years that the teacher provides instruction to students in
 25 elementary school or high school. If a teacher provides instruction to
 26 students in elementary school or high school in another state, any full
 27 school year, or its equivalent in the other state, that the teacher provides
 28 instruction counts toward the two (2) full school years under this
 29 subsection.
- 30 (g) A teacher who does not receive a raise or increment under
 31 subsection (e) may file a request with the superintendent or
 32 superintendent's designee not later than five (5) days after receiving
 33 notice that the teacher received a rating of ineffective. The teacher is
 34 entitled to a private conference with the superintendent or
 35 superintendent's designee.
- 36 (h) The Indiana education employment relations board established
 37 ~~in~~ by IC 20-29-3-1 shall publish a model compensation plan with a
 38 model salary range that a school corporation may adopt.
- 39 (i) Each school corporation shall submit its local compensation plan
 40 to the Indiana education employment relations board. For a school year
 41 beginning after June 30, 2015, a local compensation plan must specify
 42 the range for teacher salaries. The Indiana education employment



1 relations board shall publish the local compensation plans on the
2 Indiana education employment relations board's Internet web site.

3 (j) The Indiana education employment relations board shall review
4 a compensation plan for compliance with this section as part of its
5 review under IC 20-29-6-6.1. The Indiana education employment
6 relations board has jurisdiction to determine compliance of a
7 compensation plan submitted under this section.

8 (k) ~~This chapter may not be construed to require or allow a school~~
9 ~~corporation to decrease the salary of any teacher below the salary the~~
10 ~~teacher was earning on or before July 1, 2015; if that decrease would~~
11 ~~be made solely to conform to the new compensation plan. For a school~~
12 ~~year beginning after June 30, 2020, the minimum annual salary for~~
13 ~~a full-time teacher employed by a school corporation may not be~~
14 ~~less than fifty thousand dollars (\$50,000).~~

15 (l) After June 30, 2011, all rights, duties, or obligations established
16 under IC 20-28-9-1 before its repeal are considered rights, duties, or
17 obligations under this section.

