

HOUSE BILL No. 1244

DIGEST OF INTRODUCED BILL

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

Synopsis: Teacher salary scales. Provides that a school corporation may provide an increase or increment in a local salary range for a teacher who attains a master's or doctorate degree or attains the credit hours necessary to obtain a master's or doctorate degree.

Effective: July 1, 2016.

Klinker

January 11, 2016, read first time and referred to Committee on Education.



Second Regular Session of the 119th General Assembly (2016)

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 2015 Regular Session of the General Assembly.

HOUSE BILL No. 1244

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.213-2015,
2 SECTION 179, IS AMENDED TO READ AS FOLLOWS
3 [EFFECTIVE JULY 1, 2016]: Sec. 1.5. (a) This subsection governs
4 salary increases for a teacher employed by a school corporation.
5 Compensation attributable to additional degrees or graduate credits
6 earned before the effective date of a local compensation plan created
7 under this chapter before July 1, 2015, shall continue for school years
8 beginning after June 30, 2015. Compensation attributable to additional
9 degrees for which a teacher has started course work before July 1,
10 2011, and completed course work before September 2, 2014, shall also
11 continue for school years beginning after June 30, 2015. For school
12 years beginning after June 30, 2015, a school corporation may provide
13 a supplemental payment to a teacher in excess of the salary specified
14 in the school corporation's compensation plan if the teacher has earned
15 a master's degree from an accredited postsecondary educational
16 institution in a content area directly related to the subject matter of:

- (1) a dual credit course; or



- 1 (2) another course;
 2 taught by the teacher. In addition, a supplemental payment may be
 3 made to an elementary school teacher who earns a master's degree in
 4 math or reading and literacy. A supplement provided under this
 5 subsection is not subject to collective bargaining, but a discussion of
 6 the supplement must be held. Such a supplement is in addition to any
 7 increase permitted under subsection (b).
 8 (b) Increases or increments in a local salary range must be based
 9 upon a combination of the following factors:
 10 (1) A combination of the following factors taken together may
 11 account for not more than thirty-three percent (33%) of the
 12 calculation used to determine a teacher's increase or increment:
 13 (A) The number of years of a teacher's experience.
 14 (B) The attainment of either:
 15 (i) additional content area **bachelor's** degrees beyond the
 16 requirements for employment; or
 17 (ii) additional content area **bachelor's** degrees and credit
 18 hours beyond the requirements for employment, if required
 19 under an agreement bargained under IC 20-29.
 20 (2) The results of an evaluation conducted under IC 20-28-11.5.
 21 **(3) The attainment of a master's or doctorate degree or the**
 22 **attainment of credit hours necessary to obtain a master's or**
 23 **doctorate degree.**
 24 ~~(3)~~ (4) The assignment of instructional leadership roles, including
 25 the responsibility for conducting evaluations under IC 20-28-11.5.
 26 ~~(4)~~ (5) The academic needs of students in the school corporation.
 27 (c) A teacher rated ineffective or improvement necessary under
 28 IC 20-28-11.5 may not receive any raise or increment for the following
 29 year if the teacher's employment contract is continued. The amount that
 30 would otherwise have been allocated for the salary increase of teachers
 31 rated ineffective or improvement necessary shall be allocated for
 32 compensation of all teachers rated effective and highly effective based
 33 on the criteria in subsection (b).
 34 (d) A teacher who does not receive a raise or increment under
 35 subsection (c) may file a request with the superintendent or
 36 superintendent's designee not later than five (5) days after receiving
 37 notice that the teacher received a rating of ineffective. The teacher is
 38 entitled to a private conference with the superintendent or
 39 superintendent's designee.
 40 (e) The department shall publish a model compensation plan with
 41 a model salary range that a school corporation may adopt. Before July
 42 1, 2015, the department may modify the model compensation plan, as



1 needed, to comply with subsection (f).

2 (f) Each school corporation shall submit its local compensation plan
3 to the department. For a school year beginning after June 30, 2015, a
4 local compensation plan must specify the range for teacher salaries.
5 The department shall publish the local compensation plans on the
6 department's Internet web site.

7 (g) The department shall report any noncompliance with this section
8 to the state board.

9 (h) The state board shall take appropriate action to ensure
10 compliance with this section.

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

15 (j) 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.

