

HOUSE BILL No. 1387

DIGEST OF INTRODUCED BILL

Citations Affected: IC 20-28.

Synopsis: Teacher retention. Establishes a teacher recruitment and retention fund, administered by the department of education, to: (1) attract qualified teachers to geographic areas of Indiana where a critical shortage of teachers exists; and (2) retain qualified teachers in teacher shortage areas; by providing student loan repayment assistance. Provides that, as a condition of participating in the program and receiving student loan repayments, a teacher must agree to employment as a licensed teacher in a school district located in a teacher shortage area for at least five years. Establishes the goal that, by 2028, there will be at least one teacher who is certified by the National Board for Professional Teaching Standards (national board) in every public school. Establishes the teachers' national board certification incentive fund for purposes of: (1) funding stipends of \$200 per day for two days for teachers preparing for national board certification; (2) reimbursing 75% of the national board certification fee; (3) funding stipends for national board certified teachers who serve as mentors to other teachers; (4) reimbursing school corporations for the cost of paying teachers who have attained national board certification as of July 1, 2016, or thereafter an annual salary supplement of \$2,000 for the life of the certificate; and (5) reimbursing school corporations for the cost of employing substitute teachers for teachers who are national board certification candidates. Requires a school corporation to allow a teacher pursuing national board certification at least five days of paid released time during the school year.

Effective: July 1, 2016.

Porter

January 13, 2016, read first time and referred to Committee on Ways and Means.



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. 1387

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 20-28-13 IS ADDED TO THE INDIANA CODE
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2016]:

4 **Chapter 13. Teacher Recruitment and Retention Fund**

5 **Sec. 1. As used in this chapter, "fund" refers to the teacher**
6 **recruitment and retention fund established by section 2 of this**
7 **chapter.**

8 **Sec. 2. (a) The teacher recruitment and retention fund is**
9 **established.**

10 **(b) The purpose of the fund is to attract additional qualified**
11 **teachers to the geographic areas of Indiana where there is a critical**
12 **shortage of teachers, as determined by the department, by granting**
13 **student loan repayment assistance authorized under this chapter**
14 **to eligible applicants.**

15 **(c) The fund consists of appropriations to the fund and gifts,**
16 **grants, devises, or bequests made to the state to achieve the**
17 **purposes of the fund.**



1 (d) The fund shall be administered by the department. The
2 expenses of administering the fund shall be paid from money in the
3 fund.

4 (e) Student loan repayment assistance payments shall be made
5 from the fund by the treasurer of state upon a warrant issued by
6 the auditor of state in accordance with rules adopted by the state
7 board.

8 Sec. 3. The department shall receive and consider all
9 applications for student loan repayment assistance received from
10 teachers with outstanding guaranteed student loans made, issued,
11 or guaranteed under a program authorized by Title IV of the
12 federal Higher Education Act of 1965 (20 U.S.C. 1070 et seq.).

13 Sec. 4. (a) To qualify for student loan repayment assistance for
14 student loans under this chapter, an applicant must:

- 15 (1) hold a license to teach under IC 20-28-5;
16 (2) complete at least one (1) year of teaching service in a
17 geographic area of Indiana where a critical shortage of
18 teachers exists, as determined by the department;
19 (3) agree in writing to the employment requirements set forth
20 in section 6 of this chapter; and
21 (4) meet any additional criteria established by the
22 department.

23 (b) For each year for which a teacher qualifies under subsection
24 (a), the department may grant student loan repayment assistance
25 to the teacher in an amount not to exceed the lesser of:

- 26 (1) fifty percent (50%) of the total principal and interest of
27 the guaranteed student loans owed by the teacher during the
28 year for which the teacher qualifies under subsection (a); or
29 (2) three thousand dollars (\$3,000).

30 (c) The student loan repayment assistance granted to a qualified
31 teacher under this chapter must be used to reduce the principal
32 and interest on a guaranteed student loan owed by that qualified
33 teacher. The years of service rendered to obtain student loan
34 repayment assistance for student loans must be consecutive and
35 may not exceed five (5) years. The maximum amount of student
36 loan repayment assistance that may be granted to any qualified
37 teacher is fifteen thousand dollars (\$15,000).

38 Sec. 5. A qualified teacher must apply for a student loan
39 repayment on a form supplied by the department. The department
40 shall consider each application and determine the eligibility of the
41 applicant for the student loan repayment assistance.

42 Sec. 6. (a) Before being granted student loan repayment



1 assistance under this chapter, a teacher must enter into a contract
2 with the department agreeing to the terms and conditions upon
3 which the student loan repayment assistance will be granted to the
4 teacher.

5 (b) As a condition of being granted student loan repayment
6 assistance under this chapter, a teacher must agree to employment
7 for a period of at least five (5) years as a licensed teacher in a
8 school district located in a geographic area of Indiana where a
9 critical shortage of teachers exists, as determined by the
10 department.

11 (c) Service rendered by a teacher in a geographic area where a
12 critical shortage of teachers exists, as determined by the
13 department, before that teacher becomes a participant in the
14 program may not be considered to have fulfilled the employment
15 commitment required by subsection (b).

16 (d) A loan recipient who fails to comply with the employment
17 commitment required by subsection (b) in any required school year
18 is immediately in breach of contract and immediately becomes
19 liable to the department for the sum of all student loan payments
20 awarded to that person, less one-third (1/3) of that sum for each
21 year that service was rendered, plus interest accruing at the
22 current federal Stafford Loan rate at the time the breach occurs.

23 **Sec. 7. The department shall maintain complete and accurate**
24 **records in implementing the fund, including records of the**
25 **following:**

26 (1) The receipt, disbursement, and uses of money from the
27 fund.

28 (2) The number of applications for student loan repayment
29 assistance.

30 (3) The number and amount of student loans for which
31 student loan repayment assistance has been provided by the
32 department.

33 (4) Other pertinent information requested by the department.

34 **Sec. 8. The state board may adopt rules under IC 4-22-2**
35 **necessary to carry out this chapter, including rules governing the**
36 **enforcement of any employment requirements and repayment**
37 **requirements.**

38 SECTION 2. IC 20-28-14 IS ADDED TO THE INDIANA CODE
39 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
40 JULY 1, 2016]:

41 **Chapter 14. National Board Certification Incentives**

42 **Sec. 1. The general assembly establishes a goal that by 2028**



1 there will be at least one (1) national board certified teacher in
2 every public school.

3 **Sec. 2.** As used in this chapter, "fund" refers to the teachers'
4 national board certification incentive fund established by section
5 6 of this chapter.

6 **Sec. 3.** As used in this chapter, "mentor" means a highly skilled,
7 experienced teacher who provides systematic and ongoing support
8 and assistance to other teachers in a school or school corporation
9 to help the other teachers improve their teaching skills and
10 practices.

11 **Sec. 4.** As used in this chapter, "national board" refers to the
12 National Board for Professional Teaching Standards, a
13 nonpartisan, independent, and nonprofit board composed of
14 teachers and others that:

- 15 (1) has developed a set of standards for teachers; and
- 16 (2) operates a national voluntary system to assess and certify
17 teachers who meet the board's standards.

18 **Sec. 5.** As used in this chapter, "national board certification"
19 means a demonstration by an experienced teacher of the teacher's
20 teaching practice as measured against the standards of the national
21 board through an assessment process administered by the national
22 board.

23 **Sec. 6. (a)** The teachers' national board certification incentive
24 fund is established for the following purposes:

- 25 (1) Funding stipends under section 7 of this chapter for
26 teachers preparing for certification by the national board.
- 27 (2) Reimbursing part of the certification fee under section 11
28 of this chapter to each teacher who is awarded national board
29 certification.
- 30 (3) Funding stipends under section 12 of this chapter for
31 national board certified teachers who serve as mentors to
32 other teachers within the school corporation.
- 33 (4) Reimbursing school corporations under section 13 of this
34 chapter for salary supplements paid to national board
35 certified teachers.
- 36 (5) Reimbursing school corporations under section 14 of this
37 chapter for persons who serve as substitute teachers for
38 national board certification candidates.

39 (b) The fund consists of appropriations to the fund and gifts,
40 grants, devises, or bequests made to the state to achieve the
41 purposes of the fund.

42 (c) The department shall administer the fund.



1 (d) The expenses of administering the fund shall be paid from
2 money in the fund. The treasurer of state shall invest the money in
3 the fund not currently needed to meet the obligations of the fund
4 in the same manner as other public money may be invested.
5 Interest that accrues from these investments shall be deposited in
6 the fund.

7 (e) Money in the fund at the end of a state fiscal year does not
8 revert to the state general fund.

9 Sec. 7. A teacher who is:

10 (1) employed by a school corporation; and
11 (2) pursuing national board certification;
12 is entitled to receive from the fund a stipend of two hundred dollars
13 (\$200) per day for two (2) days beyond the school contract year for
14 preparing for the certification assessments.

15 Sec. 8. A school corporation shall allow at least five (5) days of
16 paid released time during the school year for a teacher pursuing
17 national board certification.

18 Sec. 9. A school corporation may, at its own expense, provide
19 paid released time for teachers pursuing national board
20 certification in addition to the paid released time required under
21 section 8 of this chapter.

22 Sec. 10. If a teacher does not successfully complete all
23 assessments required for national board certification during a
24 school year, the provisions in this chapter may be applied to a
25 second school year for that teacher.

26 Sec. 11. A teacher who attains national board certification after
27 June 30, 2016, shall be reimbursed from the fund for seventy-five
28 percent (75%) of the certification fee for the initial ten (10) year
29 certificate. Fees for renewal of the national board certificate are at
30 the teacher's own expense.

31 Sec. 12. A national board certified teacher is entitled to receive
32 a stipend from the fund in addition to the teacher's annual
33 compensation for serving as a mentor to teachers within the
34 teacher's school or school corporation in a mentoring program
35 approved by the department.

36 Sec. 13. (a) After June 30, 2016, a school corporation shall
37 provide a public school teacher who has attained national board
38 certification as of July 1, 2016, or thereafter with an annual
39 national board certification salary supplement of two thousand
40 dollars (\$2,000) for the life of the certificate. The salary
41 supplement shall be added to the teacher's base salary and shall be
42 considered in the calculation for contributions to the Indiana state



1 teachers' retirement fund.
2 (b) If a national board certified teacher ceases to be employed
3 as a classroom teacher or a teacher mentor in the field of the
4 teacher's national certification, the salary supplement under this
5 section ends.
6 (c) A school corporation is entitled to reimbursement from the
7 fund for salary supplements paid by the school corporation under
8 this section.
9 Sec. 14. A school corporation is entitled to reimbursement from
10 the fund for substitute teacher pay for persons who serve as
11 substitute teachers for teachers who are national board
12 certification candidates while the candidates are on paid released
13 time under section 8 or 9 of this chapter pursuing national board
14 certification. The reimbursement must be based on the school
15 corporation's salary schedule for substitute teachers.
16 Sec. 15. The state board shall adopt rules under IC 4-22-2 to
17 carry out this chapter, including rules under which a school
18 corporation may establish a mentoring program involving national
19 board certified teachers. The rules must specify the conditions for
20 the mentoring program as well as the amount of the stipend that
21 will be provided to a teacher serving as a mentor.

