



February 27, 2018

ENGROSSED
SENATE BILL No. 387

DIGEST OF SB 387 (Updated February 27, 2018 11:38 am - DI 116)

Citations Affected: IC 20-18; IC 20-28; noncode.

Synopsis: Teacher licensing. Provides that at least 90% of the individuals who teach full time in a public school must hold a license or be in the process of obtaining a transition to teaching license. Establishes eligibility requirements for a career specialist permit. Provides that, for school years beginning after June 30, 2018, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan if the teacher: (1) is a special education professional; or (2) teaches in the areas of science, technology, engineering, or mathematics. Provides that the supplemental payment is not subject to collective bargaining but must be discussed. Requires the department of education
(Continued next page)

Effective: Upon passage; July 1, 2018.

**Zay, Kruse, Raatz, Crane, Freeman,
Spartz, Bassler, Melton, Mrvan,
Leising, Charbonneau**

(HOUSE SPONSORS — BEHNING, MCNAMARA)

January 8, 2018, read first time and referred to Committee on Education and Career Development.

February 1, 2018, amended, reported favorably — Do Pass.

February 5, 2018, read second time, amended, ordered engrossed.

February 6, 2018, engrossed. Read third time, passed. Yeas 35, nays 12.

HOUSE ACTION

February 12, 2018, read first time and referred to Committee on Education.

February 27, 2018, amended, reported — Do Pass.

ES 387—LS 6899/DI 110



Digest Continued

(department to post on the department's Internet web site the pass rate of the content area examination for each postsecondary educational institution. Provides that the salary increase amount attributed to an individual factor can be differentiated among individual teachers as part of a teacher salary scale. Provides that an elementary teacher may be eligible for a supplemental payment if the teacher earns a master's degree in math, reading, or literacy. (Current law provides that an elementary teacher may be eligible for a supplemental payment if the teacher receives a master's degree in math or in reading and literacy.) Provides that, before September 1, 2018, the department shall issue a request for proposals for an educator licensing exam. Provides that the department shall prepare a report that includes: (1) a list and description of each examination available in Indiana that is or could be used for teacher licensing; (2) any reciprocity for teacher licensing that other states, if any, allow for each examination; (3) the pass rates in other states for each examination; and (4) whether the individual taking the examination is responsible for paying the cost of the examination.

ES 387—LS 6899/DI 110



February 27, 2018

Second Regular Session 120th General Assembly (2018)

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 2017 Regular Session of the General Assembly.

ENGROSSED SENATE BILL No. 387

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 20-18-2-2.3 IS ADDED TO THE INDIANA CODE
2 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
3 1, 2018]: **Sec. 2.3. "Career specialist permit" refers to a permit
4 described in 511 IAC 16-4-6 or its successor rule.**
- 5 SECTION 2. IC 20-28-5-1.5 IS ADDED TO THE INDIANA CODE
6 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
7 1, 2018]: **Sec. 1.5. (a) At least ninety percent (90%) of the
8 individuals who teach full time in a public school must either:**
- 9 (1) hold any license or permit to teach in a public school in
10 Indiana described in:
11 (A) this chapter; or
12 (B) rules adopted by the state board concerning the
13 licensing of teachers; or
14 (2) be in the process of obtaining a license to teach in a public
15 school in Indiana under the transition to teaching program
16 established by IC 20-28-4-2.

ES 387—LS 6899/DI 110



1 **(b) An individual described in subsection (a)(2) must complete**
 2 **the transition to teaching program not later than three (3) years**
 3 **after beginning to teach at a public school.**

4 **(c) An individual who provides to students in a public school a**
 5 **service:**

6 **(1) that is not teaching; and**

7 **(2) for which a license is required under Indiana law;**
 8 **must have the appropriate license to provide the service in Indiana.**

9 **(d) This section expires July 1, 2021.**

10 SECTION 3. IC 20-28-5-12, AS AMENDED BY P.L.106-2016,
 11 SECTION 8, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 12 JULY 1, 2018]: Sec. 12. (a) Subsection (b) does not apply to an
 13 individual who:

14 (1) held an Indiana limited, reciprocal, or standard teaching
 15 license on June 30, 1985; or

16 (2) is granted a license under section 18 of this chapter.

17 (b) The department may not grant an initial practitioner license to
 18 an individual unless the individual has:

19 **(1) demonstrated proficiency in the following areas** on a written
 20 examination or through other procedures prescribed by the
 21 department **in the areas of:**

22 ~~(1)~~ **(A) basic reading, writing, and mathematics;**

23 ~~(2)~~ **(B) pedagogy; and**

24 ~~(3)~~ **Knowledge of the areas in which the individual is required**
 25 **to have a license to teach:**

26 ~~(4)~~ **(C) if the individual is seeking to be licensed as an**
 27 **elementary school teacher, comprehensive scientifically based**
 28 **reading instruction skills, including:**

29 ~~(A)~~ **(i) phonemic awareness;**

30 ~~(B)~~ **(ii) phonics instruction;**

31 ~~(C)~~ **(iii) fluency;**

32 ~~(D)~~ **(iv) vocabulary; and**

33 ~~(E)~~ **(v) comprehension; and**

34 **(2) passed the state board approved content area examination**
 35 **in the subject area in which the individual intends to teach.**

36 (c) An individual's license examination score may not be disclosed
 37 by the department without the individual's consent unless specifically
 38 required by state or federal statute or court order.

39 (d) The state board shall adopt rules under IC 4-22-2 to do the
 40 following:

41 (1) Adopt, validate, and implement the examination or other
 42 procedures required by subsection (b).



1 (2) Establish examination scores indicating proficiency.

2 (3) Otherwise carry out the purposes of this section.

3 (e) Subject to section 18 of this chapter, the state board shall adopt
4 rules under IC 4-22-2 establishing the conditions under which the
5 requirements of this section may be waived for an individual holding
6 a valid teacher's license issued by another state.

7 SECTION 4. IC 20-28-5-20 IS ADDED TO THE INDIANA CODE
8 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
9 1, 2018]: **Sec. 20. The department shall post for each calendar year
10 on the department's Internet web site the pass rate of the content
11 area examination for each postsecondary educational institution
12 regarding individuals who:**

13 **(1) graduated from the teacher preparation program of the
14 postsecondary educational institution; and**

15 **(2) took the content area examination described in section
16 12(b)(2) of this chapter.**

17 SECTION 5. IC 20-28-5-21 IS ADDED TO THE INDIANA CODE
18 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
19 1, 2018]: **Sec. 21. To be eligible for a career specialist permit to
20 teach in a secondary school, an applicant must meet one (1) of the
21 following:**

22 **(1) The applicant:**

23 **(A) has a bachelor's degree with a cumulative grade point
24 average of at least 3.0 on a 4.0 scale (or its equivalent if
25 another grading scale is used) in the content area in which
26 the applicant intends to teach;**

27 **(B) has passed the approved content area examination in
28 the content area in which the applicant intends to teach;**

29 **(C) demonstrates proficiency in the area of pedagogy
30 under procedures prescribed by the department;**

31 **(D) has, within the immediately preceding five (5) years, at
32 least six thousand (6,000) clock hours of documented
33 occupational experience in the content area in which the
34 applicant intends to teach; and**

35 **(E) meets any other requirements established by the state
36 board.**

37 **(2) The applicant:**

38 **(A) meets the requirements under subdivision (1)(A) or
39 (1)(B);**

40 **(B) demonstrates proficiency in the area of pedagogy
41 under procedures prescribed by the department;**

42 **(C) has, within the immediately preceding seven (7) years,**



1 **at least ten thousand (10,000) clock hours of documented**
 2 **occupational experience in the content area in which the**
 3 **applicant intends to teach; and**
 4 **(D) meets any other requirements established under**
 5 **subdivision (1)(E).**

6 SECTION 6. IC 20-28-9-1.5, AS AMENDED BY P.L.228-2017,
 7 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 8 JULY 1, 2018]: Sec. 1.5. (a) This subsection governs salary increases
 9 for a teacher employed by a school corporation. Compensation
 10 attributable to additional degrees or graduate credits earned before the
 11 effective date of a local compensation plan created under this chapter
 12 before July 1, 2015, shall continue for school years beginning after
 13 June 30, 2015. Compensation attributable to additional degrees for
 14 which a teacher has started course work before July 1, 2011, and
 15 completed course work before September 2, 2014, shall also continue
 16 for school years beginning after June 30, 2015. For school years
 17 beginning after June 30, 2015, a school corporation may provide a
 18 supplemental payment to a teacher in excess of the salary specified in
 19 the school corporation's compensation plan if **under any of the**
 20 **following circumstances:**

21 **(1) The teacher:**

22 **(A) teaches an advanced placement course; or**

23 **(B) has earned a master's degree from an accredited**
 24 **postsecondary educational institution in a content area directly**
 25 **related to the subject matter of:**

26 ~~(1)~~ **(i) a dual credit course; or**

27 ~~(2)~~ **(ii) another course;**

28 **taught by the teacher.**

29 **(2) Beginning after June 30, 2018, the teacher:**

30 **(A) is a special education professional; or**

31 **(B) teaches in the areas of science, technology, engineering,**
 32 **or mathematics.**

33 In addition, a supplemental payment may be made to an elementary
 34 school teacher who earns a master's degree in ~~math or reading and~~
 35 **math, reading, or** literacy. A supplement provided under this
 36 subsection is not subject to collective bargaining, but a discussion of
 37 the supplement must be held. Such a supplement is in addition to any
 38 increase permitted under subsection (b).

39 (b) Increases or increments in a local salary range must be based
 40 upon a combination of the following factors:

41 (1) A combination of the following factors taken together may
 42 account for not more than thirty-three and one-third percent



- 1 (33.33%) of the calculation used to determine a teacher's increase
 2 or increment:
- 3 (A) The number of years of a teacher's experience.
 4 (B) The possession of either:
 5 (i) additional content area degrees beyond the requirements
 6 for employment; or
 7 (ii) additional content area degrees and credit hours beyond
 8 the requirements for employment, if required under an
 9 agreement bargained under IC 20-29.
- 10 (2) The results of an evaluation conducted under IC 20-28-11.5.
 11 (3) The assignment of instructional leadership roles, including the
 12 responsibility for conducting evaluations under IC 20-28-11.5.
 13 (4) The academic needs of students in the school corporation.
- 14 **(c) To provide greater flexibility and options, school**
 15 **corporations may differentiate the amount of salary increases**
 16 **granted to teachers utilizing the factors set forth in subsection (b).**
 17 **The salary increase amount attributed to an individual factor can**
 18 **be differentiated among individual teachers.**
- 19 ~~(c)~~ **(d)** Except as provided in subsection ~~(d)~~, **(e)**, a teacher rated
 20 ineffective or improvement necessary under IC 20-28-11.5 may not
 21 receive any raise or increment for the following year if the teacher's
 22 employment contract is continued. The amount that would otherwise
 23 have been allocated for the salary increase of teachers rated ineffective
 24 or improvement necessary shall be allocated for compensation of all
 25 teachers rated effective and highly effective based on the criteria in
 26 subsection (b).
- 27 ~~(d)~~ **(e)** Subsection ~~(c)~~ **(d)** does not apply to a teacher in the first two
 28 (2) full school years that the teacher provides instruction to students in
 29 elementary school or high school. If a teacher provides instruction to
 30 students in elementary school or high school in another state, any full
 31 school year, or its equivalent in the other state, that the teacher provides
 32 instruction counts toward the two (2) full school years under this
 33 subsection.
- 34 ~~(e)~~ **(f)** A teacher who does not receive a raise or increment under
 35 subsection ~~(c)~~ **(d)** 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 ~~(f)~~ **(g)** The Indiana education employment relations board
 41 established in IC 20-29-3-1 shall publish a model compensation plan
 42 with a model salary range that a school corporation may adopt.



1 ~~(g)~~ **(h)** Each school corporation shall submit its local compensation
 2 plan to the Indiana education employment relations board. For a school
 3 year beginning after June 30, 2015, a local compensation plan must
 4 specify the range for teacher salaries. The Indiana education
 5 employment relations board shall publish the local compensation plans
 6 on the Indiana education employment relations board's Internet web
 7 site.

8 ~~(h)~~ **(i)** The Indiana education employment relations board shall
 9 review a compensation plan for compliance with this section as part of
 10 its review under IC 20-29-6-6.1. The Indiana education employment
 11 relations board has jurisdiction to determine compliance of a
 12 compensation plan submitted under this section.

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

17 ~~(j)~~ **(k)** After June 30, 2011, all rights, duties, or obligations
 18 established under IC 20-28-9-1 before its repeal are considered rights,
 19 duties, or obligations under this section.

20 SECTION 7. [EFFECTIVE UPON PASSAGE] **(a) The definitions**
 21 **in IC 20 apply throughout this SECTION.**

22 **(b) Not later than September 1, 2018, the department shall issue**
 23 **a request for proposals for an educator licensing exam. The exam**
 24 **may include a pedagogy performance assessment.**

25 **(c) This SECTION expires July 1, 2021.**

26 SECTION 8. [EFFECTIVE UPON PASSAGE] **(a) As used in this**
 27 **SECTION, "department" means the department of education**
 28 **established by IC 20-19-3-1.**

29 **(b) The department shall prepare a report that includes the**
 30 **following information:**

31 **(1) A list and description of each examination available in**
 32 **Indiana that is or could be used for teacher licensing.**

33 **(2) Any reciprocity for teacher licensing that other states, if**
 34 **any, allow for each examination under subdivision (1).**

35 **(3) The pass rates in other states for each examination under**
 36 **subdivision (1).**

37 **(4) For each examination under subdivision (1), whether the**
 38 **individual taking the examination is responsible for paying**
 39 **the cost of the examination.**

40 **(c) The department shall, not later than November 1, 2018,**
 41 **submit the report described in subsection (b) to the legislative**
 42 **council in an electronic format under IC 5-14-6.**



1 **(d) This SECTION expires July 1, 2019.**
2 **SECTION 9. An emergency is declared for this act.**



COMMITTEE REPORT

Madam President: The Senate Committee on Education and Career Development, to which was referred Senate Bill No. 387, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said bill be AMENDED as follows:

Page 2, between lines 8 and 9, begin a new paragraph and insert:

"SECTION 2. IC 20-28-5-1.5 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: **Sec. 1.5. (a) At least ninety percent (90%) of the individuals who teach full time in a public school must either:**

(1) hold any license or permit to teach in a public school in Indiana described in:

(A) this chapter; or

(B) rules adopted by the state board concerning the licensing of teachers; or

(2) be in the process of obtaining a license to teach in a public school in Indiana under the transition to teaching program established by IC 20-28-4-2.

(b) An individual described in subsection (a)(2) must complete the transition to teaching program not later than three (3) years after beginning to teach at a public school.

(c) An individual who provides to students in a public school a service:

(1) that is not teaching; and

(2) for which a license is required under Indiana law;

must have the appropriate license to provide the service in Indiana."

Page 4, delete lines 9 through 42.

Page 5, delete lines 1 through 38, begin a new paragraph and insert:

"SECTION 4. IC 20-28-5-12, AS AMENDED BY P.L.106-2016, SECTION 8, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: **Sec. 12. (a) Subsection (b) does not apply to an individual who:**

(1) held an Indiana limited, reciprocal, or standard teaching license on June 30, 1985; or

(2) is granted a license under section 18 of this chapter.

(b) The department may not grant an initial practitioner license to an individual unless the individual has:

(1) demonstrated proficiency in the following areas on a written examination or through other procedures prescribed by the

ES 387—LS 6899/DI 110



department **in the areas of:**

(1) **(A)** basic reading, writing, and mathematics;

(2) **(B)** pedagogy; **and**

(3) ~~Knowledge of the areas in which the individual is required to have a license to teach:~~

(4) **(C)** if the individual is seeking to be licensed as an elementary school teacher, comprehensive scientifically based reading instruction skills, including:

(A) **(i)** phonemic awareness;

(B) **(ii)** phonics instruction;

(C) **(iii)** fluency;

(D) **(iv)** vocabulary; and

(E) **(v)** comprehension; **and**

(2) **except as provided under subsection (c), passed the state board approved content area examination in the subject area in which the individual intends to teach.**

(c) **The department may grant an initial practitioner license to an individual who meets the requirements under subsection (b)(1) and does not meet the requirement under subsection (b)(2) if the individual has:**

(1) **achieved a cumulative grade point average of at least 3.0 on a 4.0 scale in teacher preparation program courses in the subject area in which the individual intends to teach, as determined by the accredited postsecondary educational institution;**

(2) **successfully completed student teaching;**

(3) **taken the content area examination described in subsection (b)(2) at least twice without passing the examination;**

(4) **received a score on at least one (1) of the examinations described in subdivision (3) that is not more than ten percent (10%) lower than the minimum passing score, as determined by the state board, for the examination; and**

(5) **has been hired by a school corporation as provided under subsection (d).**

(d) **A school corporation may, for open teaching positions in the school corporation each school year, hire not more than ten percent (10%) of individuals described in subsection (c) who meet the requirements of subsection (c)(1) through (c)(4). A school corporation shall notify the department if the school corporation hires an individual described in this subsection.**

(e) **If an individual is granted an initial practitioner license under subsection (c), the individual must do the following:**



(1) Obtain, before renewal of the initial practitioner license, at least fifty percent (50%) of:

- (A) the individual's professional development points;**
- (B) the individual's professional growth plan points; or**
- (C) a combination of the individual's points described in clauses (A) and (B);**

in the content area specified in the individual's initial practitioner license.

(2) Participate in and successfully complete the Indiana mentor and assessment program.

(e) (f) An individual's license examination score may not be disclosed by the department without the individual's consent unless specifically required by state or federal statute or court order.

(d) (g) The state board shall adopt rules under IC 4-22-2 to do the following:

- (1) Adopt, validate, and implement the examination or other procedures required by subsection (b).
- (2) Establish examination scores indicating proficiency.
- (3) Otherwise carry out the purposes of this section.

(e) (h) Subject to section 18 of this chapter, the state board shall adopt rules under IC 4-22-2 establishing the conditions under which the requirements of this section may be waived for an individual holding a valid teacher's license issued by another state.

SECTION 5. IC 20-28-5-15.5 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: **Sec. 15.5. An applicant may not obtain a proficient practitioner's license unless the applicant has passed the state board approved content area examination in the subject matter area in which the applicant intends to teach."**

Page 6, after line 6, begin a new paragraph and insert:

"SECTION 7. IC 20-28-5-21 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: **Sec. 21. (a) As used in this section, "workplace specialist I license" refers to a license described in 511 IAC 17-3-1.**

(b) As used in this section, "workplace specialist II license" refers to a license described in 511 IAC 17-3-2.

(c) To be eligible for a workplace specialist I license or a workplace specialist II license, an applicant must intend to be employed in one (1) or more of the following areas, as approved by the department:

- (1) Science.**
- (2) Technology.**



- (3) Engineering.**
- (4) Math.**
- (5) Special education.**
- (6) Career counseling.**
- (7) Any other career or technical area.**

(d) The department may not grant a workplace specialist I license or a workplace specialist II license to an applicant for the areas listed in subsection (c)(1) through (c)(6) unless a superintendent or principal of a school at which the applicant intends to teach requests the department to issue the workplace specialist I license or a workplace specialist II license for the applicant.

(e) The department shall adopt rules under IC 4-22-2 to implement this section.

SECTION 8. IC 20-28-9-1.5, AS AMENDED BY P.L.228-2017, SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: Sec. 1.5. (a) This subsection governs salary increases for a teacher employed by a school corporation. Compensation attributable to additional degrees or graduate credits earned before the effective date of a local compensation plan created under this chapter before July 1, 2015, shall continue for school years beginning after June 30, 2015. Compensation attributable to additional degrees for which a teacher has started course work before July 1, 2011, and completed course work before September 2, 2014, shall also continue for school years beginning after June 30, 2015. For school years beginning after June 30, 2015, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan **if under any of the following circumstances:**

- (1) The teacher:**
 - (A) teaches an advanced placement course; or**
 - (B) has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of:**
 - ~~(1)~~ **(i) a dual credit course; or**
 - ~~(2)~~ **(ii) another course;**
- (2) Beginning after June 30, 2018, the teacher:**
 - (A) is a special education teacher; or**
 - (B) teaches in the areas of science, technology, engineering, or mathematics.**

In addition, a supplemental payment may be made to an elementary



school teacher who earns a master's degree in math or reading and literacy. A supplement provided under this subsection is not subject to collective bargaining, but a discussion of the supplement must be held. Such a supplement is in addition to any increase permitted under subsection (b).

(b) Increases or increments in a local salary range must be based upon a combination of the following factors:

(1) A combination of the following factors taken together may account for not more than thirty-three and one-third percent (33.33%) of the calculation used to determine a teacher's increase or increment:

(A) The number of years of a teacher's experience.

(B) The possession of either:

(i) additional content area degrees beyond the requirements for employment; or

(ii) additional content area degrees and credit hours beyond the requirements for employment, if required under an agreement bargained under IC 20-29.

(2) The results of an evaluation conducted under IC 20-28-11.5.

(3) The assignment of instructional leadership roles, including the responsibility for conducting evaluations under IC 20-28-11.5.

(4) The academic needs of students in the school corporation.

(c) Except as provided in subsection (d), a teacher rated ineffective or improvement necessary under IC 20-28-11.5 may not receive any raise or increment for the following year if the teacher's employment contract is continued. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation of all teachers rated effective and highly effective based on the criteria in subsection (b).

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

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



superintendent's designee.

(f) The Indiana education employment relations board established in IC 20-29-3-1 shall publish a model compensation plan with a model salary range that a school corporation may adopt.

(g) Each school corporation shall submit its local compensation plan to the Indiana education employment relations board. For a school year beginning after June 30, 2015, a local compensation plan must specify the range for teacher salaries. The Indiana education employment relations board shall publish the local compensation plans on the Indiana education employment relations board's Internet web site.

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

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

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

Renumber all SECTIONS consecutively.

and when so amended that said bill do pass.

(Reference is to SB 387 as introduced.)

KRUSE, Chairperson

Committee Vote: Yeas 9, Nays 0.



SENATE MOTION

Madam President: I move that Senate Bill 387 be amended to read as follows:

Page 1, between the enacting clause and line 1, begin a new paragraph and insert:

"SECTION 1. IC 20-18-2-2.3 IS ADDED TO THE INDIANA CODE AS A **NEW SECTION TO READ AS FOLLOWS** [EFFECTIVE JULY 1, 2018]: **Sec. 2.3. "Career specialist permit" refers to a permit described in 511 IAC 16-4-6 or its successor rule.**"

Page 2, delete lines 9 through 28.

Page 5, line 27, delete "ten percent" and insert "**one (1) standard error of measure**".

Page 5, line 28, delete "(10%)".

Page 6, line 24, delete "practitioner's" and insert "**practitioner**".

Page 6, delete lines 37 through 42.

Page 7, delete lines 1 through 20, begin a new paragraph and insert:

"SECTION 8. IC 20-28-5-21 IS ADDED TO THE INDIANA CODE AS A **NEW SECTION TO READ AS FOLLOWS** [EFFECTIVE JULY 1, 2018]: **Sec. 21. To be eligible for a career specialist permit to teach in a secondary school, an applicant must meet one (1) of the following:**

(1) The applicant:

(A) has a bachelor's degree with a cumulative grade point average of at least 3.0 on a 4.0 scale in the content area in which the applicant intends to teach;

(B) has passed the approved content area examination in the content area in which the applicant intends to teach;

(C) has, within the immediately preceding five (5) years, at least six thousand (6,000) clock hours of documented occupational experience in the content area in which the applicant intends to teach; and

(D) meets any other requirements established by the state board.

(2) The applicant:

(A) meets the requirements under SUBDIVISION (1)(A) or (1)(B);

(B) has, within the immediately preceding seven (7) years, at least ten thousand (10,000) clock hours of documented occupational experience in the content area in which the applicant intends to teach; and

(C) meets any other requirements established under



subdivision (1)(D)."

Renumber all SECTIONS consecutively.

(Reference is to SB 387 as printed February 2, 2018.)

ZAY

COMMITTEE REPORT

Mr. Speaker: Your Committee on Education, to which was referred Senate Bill 387, has had the same under consideration and begs leave to report the same back to the House with the recommendation that said bill be amended as follows:

Page 1, delete lines 5 through 16, begin a new paragraph and insert:

"SECTION 2. IC 20-28-5-1.5 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: **Sec. 1.5. (a) At least ninety percent (90%) of the individuals who teach full time in a public school must either:**

(1) hold any license or permit to teach in a public school in Indiana described in:

(A) this chapter; or

(B) rules adopted by the state board concerning the licensing of teachers; or

(2) be in the process of obtaining a license to teach in a public school in Indiana under the transition to teaching program established by IC 20-28-4-2.

(b) An individual described in subsection (a)(2) must complete the transition to teaching program not later than three (3) years after beginning to teach at a public school.

(c) An individual who provides to students in a public school a service:

(1) that is not teaching; and

(2) for which a license is required under Indiana law;

must have the appropriate license to provide the service in Indiana.

(d) This section expires July 1, 2021."

Delete pages 2 through 3.

Page 4, delete lines 1 through 13.

Page 4, line 38, delete "except as provided under subsection (c)."

Page 4, delete lines 41 through 42.

Page 5, delete lines 1 through 35.

ES 387—LS 6899/DI 110



Page 5, line 36, reset in roman "(c)".

Page 5, line 36, delete "(f)".

Page 5, line 39, reset in roman "(d)".

Page 5, line 39, delete "(g)".

Page 6, line 3, reset in roman "(e)".

Page 6, line 3, delete "(h)".

Page 6, delete lines 7 through 12.

Page 6, line 30, after "scale" insert **"(or its equivalent if another grading scale is used)"**.

Page 6, between lines 33 and 34, begin a new line double block indented and insert:

"(C) demonstrates proficiency in the area of pedagogy under procedures prescribed by the department;".

Page 6, line 34, delete "(C)" and insert "(D)".

Page 6, line 38, delete "(D)" and insert "(E)".

Page 6, after line 42, begin a new line double block indented and insert:

"(B) demonstrates proficiency in the area of pedagogy under procedures prescribed by the department;".

Page 7, line 1, delete "(B)" and insert "(C)".

Page 7, line 5, delete "(C)" and insert "(D)".

Page 7, line 6, delete "(1)(D)." and insert "(1)(E).".

Page 7, line 31, delete "teacher;" and insert **"professional;"**.

Page 7, line 35, strike "math or reading and" and insert **"math, reading, or"**.

Page 8, between lines 14 and 15, begin a new paragraph and insert:

"(c) To provide greater flexibility and options, school corporations may differentiate the amount of salary increases granted to teachers utilizing the factors set forth in subsection (b). The salary increase amount attributed to an individual factor can be differentiated among individual teachers."

Page 8, line 15, strike "(c)" and insert "(d)".

Page 8, line 15, strike "(d)," and insert "(e)".

Page 8, line 23, strike "(d)" and insert "(e)".

Page 8, line 23, strike "(c)" and insert "(d)".

Page 8, line 30, strike "(e)" and insert "(f)".

Page 8, line 31, strike "(c)" and insert "(d)".

Page 8, line 36, strike "(f)" and insert "(g)".

Page 8, line 39, strike "(g)" and insert "(h)".

Page 9, line 3, strike "(h)" and insert "(i)".

Page 9, line 8, strike "(i)" and insert "(j)".

Page 9, line 12, strike "(j)" and insert "(k)".



Page 9, after line 14, begin a new paragraph and insert:

"SECTION 9. [EFFECTIVE UPON PASSAGE] (a) The definitions in IC 20 apply throughout this SECTION.

(b) Not later than September 1, 2018, the department shall issue a request for proposals for an educator licensing exam. The exam may include a pedagogy performance assessment.

(c) This SECTION expires July 1, 2021.

SECTION 10. [EFFECTIVE UPON PASSAGE] (a) As used in this SECTION, "department" means the department of education established by IC 20-19-3-1.

(b) The department shall prepare a report that includes the following information:

(1) A list and description of each examination available in Indiana that is or could be used for teacher licensing.

(2) Any reciprocity for teacher licensing that other states, if any, allow for each examination under subdivision (1).

(3) The pass rates in other states for each examination under subdivision (1).

(4) For each examination under subdivision (1), whether the individual taking the examination is responsible for paying the cost of the examination.

(c) The department shall, not later than November 1, 2018, submit the report described in subsection (b) to the legislative council in an electronic format under IC 5-14-6.

(d) This SECTION expires July 1, 2019.

SECTION 11. An emergency is declared for this act."

Renumber all SECTIONS consecutively.

and when so amended that said bill do pass.

(Reference is to SB 387 as reprinted February 6, 2018.)

BEHNING

Committee Vote: yeas 8, nays 3.

