

## SENATE BILL No. 486

---

### DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 20-19-3; IC 20-20-40-13; IC 20-26; IC 20-28; IC 20-29; IC 20-34-3-24; IC 20-43-10-3.5; IC 20-50-1; IC 31-36-3-4; IC 34-30-2.1-281.

**Synopsis:** Education matters. Repeals teacher training requirements regarding: (1) criminal gang organizations awareness; (2) identifying and reporting human trafficking; (3) use of bleeding control kits; (4) the appropriate use of effective alternatives to physical restraint and seclusion; (5) certain information concerning homeless students; and (6) recognizing the signs and symptoms of seizures and the appropriate steps to be taken to respond to the symptoms; and requires that information concerning these subjects be included within the curriculum of teacher preparation programs. Requires the department of education (department) to establish or license for use an online platform to provide information and training concerning these and other subjects. Removes certain requirements regarding annual performance evaluation plans for certificated employees, including: (1)  
(Continued next page)

**Effective:** Upon passage; July 1, 2023.

---

---

**Rogers, Raatz, Donato, Buchanan,  
Doriot, Messmer, Gaskill, Sandlin,  
Brown L, Johnson, Holdman, Deery,  
Bassler, Ford Jon, Byrne,  
Charbonneau, Niemeyer, Freeman,  
Leising, Alexander, Buck**

---

---

January 19, 2023, read first time and referred to Committee on Education and Career Development.

---

---



## Digest Continued

content requirements; (2) certain requirements that a plan be discussed; (3) information requirements regarding results of staff performance evaluations; (4) certain surveys by principals regarding the quality of instruction; and (5) requirements that teachers fill out a form prescribed by the department after the teacher's initial year of teaching. Removes certain requirements regarding the distribution of teacher appreciation grants (grants). Provides that the grants shall be used to pay cash stipends to one or more licensed teachers. Amends requirements to be considered a probationary teacher and professional teacher. Urges the legislative council to assign to an appropriate interim study committee the task of studying current school assessments in an effort to reduce and streamline assessments for Indiana students. Removes a provision that requires a school employer to discuss certain items with the exclusive representative of certificated employees and provides that a school employer may discuss with a certificated employee or group of certificated employees any item that significantly impacts a certificated employee's work with the school employer. Makes corresponding changes to provisions concerning: (1) ratings under annual performance evaluations; and (2) discussable items with regards to collective bargaining. Repeals provisions concerning: (1) restrictions on instruction by teachers rated ineffective; (2) requirements regarding the adoption of model evaluation plans and an approval process for the plans; and (3) the obligation to discuss certain items not requiring either party to enter into a contract, agree to a proposal, or make a concession.



Introduced

First Regular Session of the 123rd General Assembly (2023)

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 2022 Regular Session of the General Assembly.

# SENATE BILL No. 486



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 20-19-3-11.7, AS ADDED BY P.L.211-2018(ss),  
2 SECTION 7, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2023]: Sec. 11.7. (a) The department shall maintain a link on  
4 the department's ~~Internet web site~~ **website** that provides parents and  
5 school officials with resources or best practices regarding the  
6 identification and reporting of human trafficking. The resources must  
7 include  
8 (+) guidance on how to report to law enforcement agencies  
9 instances of human trafficking. ~~and~~  
10 (-) ~~information that may assist school officials in complying with~~  
11 ~~inservice training requirements under IC 20-28-3-7.~~  
12 (b) The department shall consult with law enforcement agencies,  
13 school officials, and organizations that have expertise in the prevention  
14 of human trafficking for purposes of developing or providing the  
15 resources or best practices described in subsection (a).



1 SECTION 2. IC 20-19-3-29 IS ADDED TO THE INDIANA CODE  
 2 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
 3 1, 2023]: **Sec. 29. (a) Not later than July 1, 2024, the department**  
 4 **shall establish or license for use an online platform that:**

5 **(1) provides information and training on each of the subjects**  
 6 **and content described in IC 20-28-3-5.5;**

7 **(2) is accessible to both teachers and students enrolled in a**  
 8 **teacher preparation program; and**

9 **(3) upon successful completion of the training, provides**  
 10 **written confirmation to a teacher or student described in**  
 11 **subdivision (2) that the teacher or student successfully**  
 12 **completed the training.**

13 **(b) Not later than July 1, 2025, the department shall include the**  
 14 **following information and training on the online platform**  
 15 **described in subsection (a):**

16 **(1) youth suicide awareness and prevention as described in**  
 17 **IC 20-28-3-6;**

18 **(2) 29 CFR 1910.1030 concerning bloodborne pathogens;**

19 **(3) bullying prevention as described in IC 20-26-5-34.2;**

20 **(4) child abuse and neglect as described in IC 20-28-3-4.5;**

21 **(5) 29 CFR 1910.147 concerning lock out/tag out; and**

22 **(6) 511 IAC 5-5-5 concerning assessment training.**

23 **(c) If a teacher successfully completes a training on the online**  
 24 **platform, the training must count towards continuing education**  
 25 **required for licensure renewal, as prescribed by the department.**

26 SECTION 3. IC 20-20-40-13, AS AMENDED BY THE  
 27 TECHNICAL CORRECTIONS BILL OF THE 2023 GENERAL  
 28 ASSEMBLY, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 29 JULY 1, 2023]: **Sec. 13. (a) The commission has the following duties:**

30 **(1) To adopt rules concerning the following:**

31 **(A) The use of restraint and seclusion in a school corporation**  
 32 **or a state accredited nonpublic school, with an emphasis on**  
 33 **eliminating or minimizing the use of restraint and seclusion.**

34 **(B) The prevention of the use of types of restraint or seclusion**  
 35 **that may harm a student, a school employee, a school**  
 36 **volunteer, or the educational environment of the school.**

37 **(C) Requirements for notifying parents.**

38 **(D) Training regarding the use of restraint and seclusion,**  
 39 **including the frequency of training and what employees must**  
 40 **be trained.**

41 **(E) The distribution of the seclusion and restraint policy to**  
 42 **parents and the public.**



- 1 (F) Requirements for the reporting of incidents of restraint and  
 2 seclusion in the annual school performance report, including  
 3 incidents of restraint and seclusion involving school resource  
 4 officers (as defined in IC 20-26-18.2-1).
- 5 (G) Circumstances that may require more timely incident  
 6 reporting and the requirements for such reporting.
- 7 (2) To develop, maintain, and revise a model restraint and  
 8 seclusion plan for schools that includes the following elements:
- 9 (A) A statement on how students will be treated with dignity  
 10 and respect and how appropriate student behavior will be  
 11 promoted and taught.
- 12 (B) A statement ensuring that the school will use prevention,  
 13 positive behavior intervention and support, and conflict  
 14 ~~deescalation~~ **de-escalation** to eliminate or minimize the need  
 15 for use of any of the following:
- 16 (i) Seclusion.
- 17 (ii) Chemical restraint.
- 18 (iii) Mechanical restraint.
- 19 (iv) Physical restraint.
- 20 (C) A statement ensuring that any behavioral intervention used  
 21 will be consistent with the student's most current behavioral  
 22 intervention plan, or individualized education program, if  
 23 applicable.
- 24 (D) Definitions for restraint and seclusion, as defined in this  
 25 chapter.
- 26 (E) A statement ensuring that if a procedure listed in clause  
 27 (B) is used, the procedure will be used:
- 28 (i) as a last resort safety procedure, employed only after  
 29 another, less restrictive procedure has been implemented  
 30 without success; and
- 31 (ii) in a situation in which there is an imminent risk of injury  
 32 to the student, other students, school employees, or visitors  
 33 to the school.
- 34 (F) An indication that restraint or seclusion may be used only  
 35 for a short time period, or until the imminent risk of injury has  
 36 passed.
- 37 (G) A documentation and recording requirement governing  
 38 instances in which procedures listed in clause (B) are used,  
 39 including:
- 40 (i) how every incident will be documented and debriefed;
- 41 (ii) how responsibilities will be assigned to designated  
 42 employees for evaluation and oversight; and



- 1 (iii) designation of a school employee to be the keeper of  
2 such documents.
- 3 (H) A requirement that the student's parent must be notified as  
4 soon as possible when an incident involving the student occurs  
5 that includes use of procedures listed in clause (B).
- 6 (I) A requirement that a copy of an incident report must be  
7 sent to the student's parent after the student is subject to a  
8 procedure listed in clause (B).
- 9 ~~(J) Required recurrent training for appropriate school  
10 employees on the appropriate use of effective alternatives to  
11 physical restraint and seclusion, including the use of positive  
12 behavioral intervention and support and conflict deescalation.  
13 The training must include the safe use of physical restraint and  
14 seclusion in incidents involving imminent danger or serious  
15 harm to the student, school employees, or others.  
16 Consideration must be given to available school resources and  
17 the time commitments of school employees.~~
- 18 (3) To accept and review reports from the public and make  
19 nonbinding recommendations to the department of any suggested  
20 action to be taken.
- 21 (b) The model policy developed by the commission must take into  
22 consideration that implementation and reporting requirements for state  
23 accredited nonpublic schools may vary, and the model plan must  
24 provide state accredited nonpublic schools flexibility with regards to  
25 accountability under and implementation of the plan adopted by a state  
26 accredited nonpublic school under section 14 of this chapter.
- 27 SECTION 4. IC 20-26-18-4 IS REPEALED [EFFECTIVE JULY 1,  
28 2023]. ~~Sec. 4: A school corporation shall establish the following  
29 educational programs in its efforts to address criminal organization  
30 activity:~~
- 31 ~~(1) An evidence based educational criminal organization  
32 awareness program for students, school employees, and parents.~~
- 33 ~~(2) A school employee development program to provide training  
34 to school employees in the implementation of the criminal  
35 organization policy established under section 2 of this chapter.~~
- 36 SECTION 5. IC 20-26-18.2-2, AS AMENDED BY P.L.139-2022,  
37 SECTION 11, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
38 JULY 1, 2023]: Sec. 2. (a) A school resource officer may be employed:  
39 (1) by one (1) or more school corporations or charter schools  
40 through a contract between a local law enforcement agency and  
41 the school corporation or school corporations or the charter school  
42 or charter schools;



- 1 (2) by one (1) or more school corporations or charter schools;  
 2 (3) by a local law enforcement agency that assigns the school  
 3 resource officer to one (1) or more school corporations or charter  
 4 schools through a memorandum of understanding between the  
 5 local law enforcement agency and the school corporation or  
 6 school corporations or the charter school or charter schools; or  
 7 (4) through a contract between an Indiana business that employs  
 8 persons who meet the qualifications of a school resource officer  
 9 and the school corporation or school corporations or the charter  
 10 school or charter schools.

11 (b) This subsection does not apply to a school corporation that only  
 12 has full-time school resource officers who are either employees of the  
 13 school corporation's school police department or are employees of the  
 14 school corporation who have successfully completed the law  
 15 enforcement basic training requirements described in IC 5-2-1-9(d).  
 16 After June 30, 2023, if a school corporation or charter school enters  
 17 into a contract for a school resource officer, the school corporation or  
 18 charter school must enter into a memorandum of understanding with  
 19 the law enforcement agency that employs or appointed the law  
 20 enforcement officer who will perform the duties of a school resource  
 21 officer. The memorandum of understanding must state the nature and  
 22 scope of a school resource officer's duties and responsibilities. A school  
 23 resource officer's duties and responsibilities include the duty to assist  
 24 the school corporation's school safety specialist with the development  
 25 and implementation of a school safety plan that does the following:

- 26 (1) Protects against outside threats to the physical safety of  
 27 students.  
 28 (2) Prevents unauthorized access to school property.  
 29 (3) Secures schools against violence and natural disasters.  
 30 (4) ~~On or before July 1, 2020;~~ Identifies the location of **any**  
 31 ~~bleeding control kits (as defined in IC 20-34-3-24(a)).~~  
 32 **IC 20-28-3-5.5(a).**

33 (c) A school resource officer shall consult with local law  
 34 enforcement officials and first responders when assisting the school  
 35 corporation's school safety specialist in the development of the school  
 36 safety plan.

37 (d) A school resource officer shall participate in the development of  
 38 programs designed to identify, assess, and provide assistance to  
 39 troubled youth.

40 (e) A school resource officer may not be reassigned to other duties  
 41 by the school corporation.

42 SECTION 6. IC 20-28-3-1, AS AMENDED BY P.L.41-2022,



1 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
2 JULY 1, 2023]: Sec. 1. (a) As used in this section, "teacher candidate"  
3 means an individual recommended for an initial teaching license from  
4 a teacher preparation program located in Indiana.

5 (b) As used in this section, "teacher preparation program" includes,  
6 but is not limited to, the following:

7 (1) A teacher education school or department.

8 (2) A transition to teaching program under IC 20-28-4.

9 (3) Any other entity approved by the department to offer a course  
10 of study leading to an initial teaching license.

11 (c) The department shall:

12 (1) arrange a statewide system of professional instruction for  
13 teacher education;

14 (2) accredit and review teacher preparation programs that comply  
15 with the rules of the department;

16 (3) approve content area licensure programs for particular kinds  
17 of teachers in accredited teacher preparation programs; and

18 (4) specify the types of licenses for individuals who complete  
19 programs of approved courses.

20 (d) The department shall work with teacher preparation programs to  
21 develop a system of teacher education that ensures individuals who  
22 complete teacher preparation programs are able to meet the highest  
23 professional standards.

24 (e) Before July 1, 2015, the department shall establish standards for  
25 the continuous improvement of program processes and the performance  
26 of individuals who complete teacher preparation programs. The state  
27 board shall adopt rules containing the standards not later than two  
28 hundred seventy (270) days after the department finishes the standards.

29 (f) The standards established under subsection (e) must include  
30 benchmarks for performance, including test score data for each teacher  
31 preparation entity on content area licensure tests and test score data for  
32 each teacher preparation entity on pedagogy licensure tests.

33 (g) Each teacher preparation program shall annually report the  
34 program's performance on the standards and benchmarks established  
35 under this section to the department. The department shall make the  
36 information reported under this subsection available to the public on  
37 the department's ~~Internet web site:~~ **website**. Each teacher preparation  
38 program shall make the information reported under this subsection  
39 available to the public on the teacher preparation program's ~~Internet~~  
40 ~~web site:~~ **website**. In addition to reporting performance, each teacher  
41 preparation program must report to the department the following:

42 (1) The attrition, retention, and completion rates of teacher





1 candidates for the previous three (3) calendar years. The teacher  
 2 preparation program must also provide underlying data, as  
 3 determined by the department, used as part of calculating the  
 4 teacher preparation program's retention rates.

5 (2) The number of teacher candidates in each content area who  
 6 complete the teacher preparation program during the year,  
 7 disaggregated by ranges of cumulative grade point averages.

8 (3) The number of teacher candidates in each content area who,  
 9 during the year:

10 (A) do not pass a content area licensure examination; and

11 (B) do not retake the content area licensure examination.

12 (h) In making information available to the public on the  
 13 department's ~~Internet web site~~, **website**, the department shall include  
 14 in the report under subsection (g), in addition to the matrix ratings  
 15 described in subsection (i), the following information:

16 (1) Average scaled or standard scores of teacher candidates who  
 17 complete teacher preparation programs on basic skills, content  
 18 area, and pedagogy licensure examinations.

19 (2) The average number of times teacher candidates who  
 20 complete a teacher preparation program take each licensing test  
 21 before receiving a passing score and the percentage of teacher  
 22 candidates who receive a passing score on each licensing test on  
 23 the teacher candidates' first attempts.

24 (i) Not later than July 30, 2016, the department and the commission  
 25 for higher education, in conjunction with the state board, the  
 26 Independent Colleges of Indiana, Inc., and teacher preparation  
 27 programs, shall establish a matrix rating system for teacher preparation  
 28 programs based on the performance of the programs as demonstrated  
 29 by the data collected under subsections (g) and (h). ~~and information~~  
 30 ~~reported to the department under IC 20-28-11.5-9~~. The matrix rating  
 31 system may not rank or compare teacher preparation programs. The  
 32 matrix rating system must be based on data collected for teachers who  
 33 initially receive their teaching license during the previous three (3)  
 34 years. The department shall make the matrix ratings available to the  
 35 public on the department's ~~Internet web site~~: **website**.

36 (j) Each teacher preparation program shall report to the department,  
 37 in a manner prescribed by the department, the teacher preparation  
 38 program's admission practices, in accordance with:

39 (1) the Council for the Accreditation of Educator Preparation  
 40 standards, for teacher preparation programs accredited by the  
 41 Council for the Accreditation of Educator Preparation;

42 (2) rigorous academic entry requirements for admission into a



1 teacher preparatory program that are equivalent to the minimum  
 2 academic requirements determined by the Council for the  
 3 Accreditation of Educator Preparation, for teacher preparation  
 4 programs that are not accredited by the Council for the  
 5 Accreditation of Educator Preparation; or

6 (3) the Association for Advancing Quality in Educator  
 7 Preparation standards, for teacher preparation programs  
 8 accredited by the Association for Advancing Quality in Educator  
 9 Preparation.

10 The department shall include information reported to the department  
 11 on the department's ~~Internet web site.~~ **website.**

12 (k) Not later than July 30, 2016, the department and the commission  
 13 for higher education, in conjunction with the state board, the  
 14 Independent Colleges of Indiana, Inc., and teacher preparation  
 15 programs, shall establish a minimum rating under the matrix rating  
 16 system established under subsection (i) that teacher preparation  
 17 programs must achieve to avoid referral under subsection (l).

18 (l) Beginning July 1, 2017, and not later than each July 1 thereafter,  
 19 the department shall submit a list of teacher preparation programs that  
 20 do not meet the minimum rating established under subsection (k) to the  
 21 commission for higher education and the Independent Colleges of  
 22 Indiana, Inc. for one (1) of the following actions:

23 (1) In the case of a state educational institution, the commission  
 24 for higher education shall place the teacher preparation program  
 25 on an improvement plan with clear performance goals and a  
 26 designated period in which the performance goals must be  
 27 achieved.

28 (2) In the case of a proprietary postsecondary educational  
 29 institution, the commission for higher education shall recommend  
 30 to the teacher preparation program an improvement plan with  
 31 clear performance goals and a designated period in which the  
 32 performance goals should be achieved.

33 (3) In the case of a nonprofit college or university, the  
 34 Independent Colleges of Indiana, Inc., shall coordinate a peer  
 35 review process to make recommendations to the peer institution  
 36 in achieving the department's performance metrics.

37 (m) The department shall approve at least two (2) accreditors that:

38 (1) accredit teacher preparation programs; and

39 (2) are recognized by the Council for Higher Education  
 40 Accreditation;

41 to accredit teacher preparation programs for use in Indiana.

42 SECTION 7. IC 20-28-3-5.5 IS ADDED TO THE INDIANA CODE



1 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
2 1, 2023]: **Sec. 5.5. (a) As used in this section, "bleeding control kit"**  
3 **means a first aid response kit that contains at least the following:**

4 (1) **One (1) tourniquet endorsed by the Committee on Tactical**  
5 **Combat Casualty Care.**

6 (2) **A compression bandage.**

7 (3) **A bleeding control bandage.**

8 (4) **Protective gloves and a permanent marker.**

9 (5) **Scissors.**

10 (6) **Instructional documents developed by the Stop the Bleed**  
11 **national awareness campaign of the United States Department**  
12 **of Homeland Security or the American College of Surgeons**  
13 **Committee on Trauma, or both.**

14 (7) **Other medical materials and equipment similar to those**  
15 **described in subdivisions (1) through (3), and any additional**  
16 **items that:**

17 (A) **are approved by local law enforcement or first**  
18 **responders;**

19 (B) **can adequately treat a traumatic injury; and**

20 (C) **can be stored in a readily available kit.**

21 (b) **Not later than July 1, 2024, a teacher preparation program**  
22 **shall include content within the curriculum on the following:**

23 (1) **Information on criminal gang organizations awareness.**

24 (2) **Identifying and reporting human trafficking.**

25 (3) **The use of bleeding control kits.**

26 (4) **The appropriate use of effective alternatives to physical**  
27 **restraint and seclusion.**

28 (5) **Information regarding homeless students, including:**

29 (A) **the definition of homelessness;**

30 (B) **signs of homelessness; and**

31 (C) **steps to take when a homeless student is identified.**

32 (6) **Information on recognizing the signs and symptoms of**  
33 **seizures and the appropriate steps to be taken to respond to**  
34 **these symptoms.**

35 SECTION 8. IC 20-28-3-7 IS REPEALED [EFFECTIVE JULY 1,  
36 2023]. **Sec. 7. (a) Each school corporation and state accredited**  
37 **nonpublic school shall require all school employees likely to have**  
38 **direct, ongoing contact with children within the scope of the**  
39 **employee's employment to attend or participate in inservice training**  
40 **pertaining to the identification and reporting of human trafficking. The**  
41 **training shall be conducted in a manner prescribed by the state board**  
42 **under IC 20-28-5.5-1.**



1 (b) The inservice training required under this section shall count  
 2 toward the requirements for professional development required by the  
 3 governing body or the equivalent authority for a state accredited  
 4 nonpublic school.

5 SECTION 9. IC 20-28-3-9 IS REPEALED [EFFECTIVE JULY 1,  
 6 2023]. Sec. 9: (a) Each school corporation and charter school shall  
 7 require all applicants for employment who will have direct, ongoing  
 8 contact with children within the scope of the applicant's employment  
 9 to attend, before or not later than thirty (30) days after the start date of  
 10 the applicant's employment, training concerning recognition of the  
 11 signs and symptoms of seizures and the appropriate steps to be taken  
 12 to respond to these symptoms:

13 (b) Each school corporation and charter school shall require all  
 14 school employees who have direct, ongoing contact with children  
 15 within the scope of the employee's employment to attend the training  
 16 described in subsection (a) at least once every five (5) years:

17 (c) The format of the training required under this section may  
 18 include:

- 19 (1) an in-person presentation;
- 20 (2) an electronic or technology based medium, including
- 21 self-review modules available on an online system;
- 22 (3) an individual program of study designated materials; or
- 23 (4) any other method approved by the governing body or
- 24 organizer of a charter school that is consistent with current
- 25 professional development standards.

26 (d) The training required under this section must be during the  
 27 school employee's contracted day or at a time chosen by the employee:

28 (e) The training required under this section shall count toward the  
 29 requirements for professional development required by the governing  
 30 body of a school corporation or its equivalent for a charter school:

31 (f) The training requirements must be consistent with the training  
 32 programs and guidelines developed by the Epilepsy Foundation of  
 33 America or a successor organization:

34 SECTION 10. IC 20-28-5-27, AS ADDED BY P.L.168-2022,  
 35 SECTION 11, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 36 JULY 1, 2023]: Sec. 27. (a) In an effort to fill a vacant teaching  
 37 position, offer a new program or class, or supplement a program  
 38 currently being offered, the governing body of a school corporation  
 39 may issue an adjunct teacher permit to an individual if the following  
 40 minimum requirements are met:

- 41 (1) The individual has at least four (4) years of experience in the
- 42 content area in which the individual intends to teach.



- 1 (2) The school corporation conducts an expanded criminal history  
 2 check and expanded child protection index check concerning the  
 3 individual as required under IC 20-26-5-10.
- 4 (3) The individual has not been convicted of a felony listed in  
 5 section 8(c) of this chapter or described in section 8(d) of this  
 6 chapter or the individual's conviction has been reversed, vacated,  
 7 or set aside on appeal.
- 8 However, the governing body may establish stricter requirements than  
 9 the requirements prescribed by this subsection.
- 10 (b) If a governing body of a school corporation issues an adjunct  
 11 teacher permit to an individual under subsection (a):
- 12 (1) the school corporation may enter into an employment  
 13 agreement for employment with the individual as a part-time or  
 14 full-time teacher of the school corporation;
- 15 (2) the individual who holds the adjunct permit may teach in any  
 16 content area in which the school corporation allows the individual  
 17 to teach based on the individual's experience described in  
 18 subsection (a);
- 19 (3) the individual must be assigned a teacher mentor for support  
 20 in pedagogy; and
- 21 (4) the individual must complete the following training within the  
 22 first ninety (90) days of employment:
- 23 (A) IC 20-26-5-34.2 (bullying prevention).  
 24 (B) IC 20-28-3-4.5 (training on child abuse and neglect).  
 25 (C) IC 20-28-3-6 (youth suicide awareness and prevention  
 26 training).  
 27 ~~(D) IC 20-28-3-7 (training on human trafficking).~~
- 28 (c) An adjunct teacher may not provide special education  
 29 instruction.
- 30 (d) The salary of an adjunct teacher under an employment  
 31 agreement described in IC 20-28-6-7.3 is not subject to the  
 32 requirements under IC 20-28-9-1.5 or a local compensation plan  
 33 established by a school corporation as described in IC 20-28-9-1.5.
- 34 (e) Except as otherwise provided in a collective bargaining  
 35 agreement entered into or renewed before July 1, 2022, an employment  
 36 agreement entered into under this section is not subject to a collective  
 37 bargaining agreement entered into under IC 20-29.
- 38 (f) It is not an unfair practice for a school corporation to enter into  
 39 an employment agreement under this section.
- 40 (g) Each school corporation that hires an adjunct teacher under this  
 41 section shall report to the department the following information:
- 42 (1) The number of adjunct teachers who hold a permit issued



1 under this section that the school corporation has hired each  
2 school year, disaggregated by the grade level and subject area  
3 taught by the adjunct teacher.  
4 (2) The following information for each adjunct teacher described  
5 in subdivision (1):  
6 (A) The name of the adjunct teacher.  
7 (B) The subject matter the adjunct teacher is permitted to  
8 teach.  
9 (C) A description of the adjunct teacher's experience described  
10 in subsection (a)(1).  
11 (D) The adjunct teacher's total salary and any other  
12 compensation paid to the adjunct teacher during the school  
13 year.  
14 (E) The number of previous adjunct teaching employment  
15 agreements the adjunct teacher has entered into with the  
16 school corporation or any other school corporation.  
17 (h) A school corporation shall post a vacant adjunct teacher position  
18 on the department's online adjunct teacher portal established under  
19 IC 20-19-3-25.  
20 (i) A school corporation may notify the parents of students enrolled  
21 in the school corporation of a vacant adjunct teacher position.  
22 (j) The governing body of a school corporation shall announce any  
23 vacant adjunct teacher positions at meetings of the governing body.  
24 SECTION 11. IC 20-28-5.5-1, AS AMENDED BY P.L.56-2021,  
25 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
26 JULY 1, 2023]: Sec. 1. (a) The state board shall determine the timing,  
27 frequency, whether training requirements can be combined or merged,  
28 and the method of training, including whether the training should be  
29 required for purposes of obtaining or renewing a license under  
30 IC 20-28-5, or, in consultation with teacher preparation programs (as  
31 defined in IC 20-28-3-1(b)), as part of the completion requirements for  
32 a teacher preparation program for training required under the following  
33 sections:  
34 IC 20-26-5-34.2.  
35 IC 20-28-3-4.5.  
36 IC 20-28-3-6.  
37 ~~IC 20-28-3-7.~~  
38 IC 20-34-7-6.  
39 IC 20-34-7-7.  
40 IC 20-34-8-9.  
41 However, nothing in this subsection shall be construed to authorize the  
42 state board to suspend or otherwise eliminate training requirements



- 1 described in this subsection.
- 2 (b) In addition to the training described in subsection (a), the
- 3 department shall, in a manner prescribed by the state board:
- 4 (1) ensure a teacher has training in:
- 5 (A) cardiopulmonary resuscitation that includes a test
- 6 demonstration on a mannequin;
- 7 (B) removing a foreign body causing an obstruction in an
- 8 airway;
- 9 (C) the Heimlich maneuver; and
- 10 (D) the use of an automated external defibrillator;
- 11 (2) ensure a teacher holds a valid certification in each of the
- 12 procedures described in subdivision (1) issued by:
- 13 (A) the American Red Cross;
- 14 (B) the American Heart Association; or
- 15 (C) a comparable organization or institution approved by the
- 16 state board; or
- 17 (3) determine if a teacher has physical limitations that make it
- 18 impracticable to complete a course or certification described in
- 19 subdivision (1) or (2).
- 20 The state board shall determine the timing, frequency, whether training
- 21 requirements can be combined or merged, and the method of training
- 22 or certification, including whether the training or certification should
- 23 be required for purposes of obtaining or renewing a license under
- 24 IC 20-28-5, or, in consultation with teacher preparation programs (as
- 25 defined in IC 20-28-3-1(b)), as part of the completion requirements for
- 26 a teacher preparation program. However, the frequency of the training
- 27 may not be more frequent and the method of training may not be more
- 28 stringent than required in IC 20-28-5-3(c) through IC 20-28-5-3(e), as
- 29 in effect on January 1, 2020. Nothing in this subsection shall be
- 30 construed to authorize the state board to suspend or otherwise eliminate
- 31 training requirements described in this subsection.
- 32 (c) The state board may recommend to the general assembly, in a
- 33 report in an electronic format under IC 5-14-6, to eliminate training
- 34 requirements described in subsection (a) or (b).
- 35 (d) In determining the training requirements for a school
- 36 corporation, charter school, or state accredited nonpublic school for
- 37 training required under:
- 38 (1) IC 20-26-5-34.2;
- 39 (2) IC 20-28-3-4.5; **or**
- 40 (3) IC 20-28-3-6; **or**
- 41 ~~(4) IC 20-28-3-7;~~
- 42 the state board may consider whether a particular teacher received the



1 training described in this subsection as part of the teacher's licensing  
 2 requirements or at a teacher preparation program when determining  
 3 whether the particular teacher is required to receive the training by the  
 4 school corporation, charter school, or state accredited nonpublic  
 5 school.

6 SECTION 12. IC 20-28-6-2, AS AMENDED BY P.L.168-2022,  
 7 SECTION 12, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 8 JULY 1, 2023]: Sec. 2. (a) Except as provided under section 7.3 of this  
 9 chapter, a contract entered into by a teacher and a school corporation  
 10 must:

- 11 (1) be in writing;
- 12 (2) be signed by both parties; and
- 13 (3) contain the:
  - 14 (A) beginning date of the school term as determined annually
  - 15 by the school corporation;
  - 16 (B) number of days in the school term as determined annually
  - 17 by the school corporation;
  - 18 (C) total salary to be paid to the teacher during the school year;
  - 19 (D) number of salary payments to be made to the teacher
  - 20 during the school year; and
  - 21 (E) number of hours per day the teacher is expected to work.
  - 22 as discussed pursuant to IC 20-29-6-7.

23 (b) The contract may provide for the annual determination of the  
 24 teacher's annual compensation based on a local compensation plan  
 25 specifying a salary range, which is part of the contract. The  
 26 compensation plan may be changed by the school corporation before  
 27 the later of May 1 of a year, with the changes effective the next school  
 28 year, or the date specified in a collective bargaining agreement  
 29 applicable to the next school year. A teacher affected by the changes  
 30 shall be furnished with printed copies of the changed compensation  
 31 plan not later than thirty (30) days after the adoption of the  
 32 compensation plan.

33 (c) A contract under this section is also governed by the following  
 34 statutes:

- 35 (1) IC 20-28-9-5 through IC 20-28-9-6.
- 36 (2) IC 20-28-9-9 through IC 20-28-9-11.
- 37 (3) IC 20-28-9-13.
- 38 (4) IC 20-28-9-14.

39 (d) A governing body shall provide the blank contract forms,  
 40 carefully worded by the secretary of education, and have them signed.  
 41 The contracts are public records open to inspection by the residents of  
 42 each school corporation.





1 (e) An action may be brought on a contract that conforms with  
2 subsections (a)(1), (a)(2), and (d).

3 SECTION 13. IC 20-28-6-7.5, AS ADDED BY P.L.90-2011,  
4 SECTION 29, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
5 JULY 1, 2023]: Sec. 7.5. (a) A teacher who is subject to section 8 of  
6 this chapter is not subject to this section.

7 (b) ~~After June 30, 2011~~, A teacher who:

8 (1) serves under contract as a teacher in a public school  
9 corporation;

10 ~~(2) has not received a rating in an evaluation under IC 20-28-11.5~~  
11 ~~or receives a rating of ineffective in an evaluation under~~  
12 ~~IC 20-28-11.5;~~

13 **(2) either:**

14 **(A) receives two (2) consecutive ratings of ineffective, as**  
15 **determined by the school corporation, on an annual**  
16 **evaluation under IC 20-28-11.5; or**

17 **(B) is in the teacher's first or second year of full-time**  
18 **teaching in a classroom; and**

19 (3) has not at any time before July 1, 2012, entered into a teaching  
20 contract for further service with the school corporation; ~~and~~

21 ~~(4) has not received three (3) ratings in a five (5) year period of~~  
22 ~~effective or highly effective in an evaluation under IC 20-28-11.5;~~

23 shall be considered a probationary teacher.

24 (c) ~~After June 30, 2011~~, A teacher who: receives a rating of:

25 (1) ~~effective; is not a probationary teacher under subsection~~  
26 ~~(b); and~~

27 (2) ~~highly effective; or enters into a contract described in~~  
28 ~~section 2 of this chapter;~~

29 (3) a combination of both subdivisions (1) and (2);

30 in an evaluation under IC 20-28-11.5 for at least three (3) years in a  
31 five (5) year or shorter period becomes a professional teacher. by  
32 entering into a contract described in section 2 of this chapter.

33 (d) A professional teacher who receives a rating of ineffective in an  
34 evaluation under IC 20-28-11.5 shall be considered a probationary  
35 teacher but is not subject to the cancellation of the teacher's contract  
36 unless at least one (1) of the following criteria applies:

37 (1) The teacher receives a rating of ineffective in an evaluation  
38 under IC 20-28-11.5 in the year immediately following the  
39 teacher's initial rating of ineffective.

40 (2) The teacher's contract cancellation is due to a justifiable  
41 decrease in the number of teaching positions under  
42 IC 20-28-7.5-1(b)(3):



1           (3) The teacher's contract cancellation is due to conduct set forth  
2           in IC 20-28-7.5-1(b).

3           SECTION 14. IC 20-28-7.5-1, AS AMENDED BY P.L.239-2015,  
4           SECTION 4, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
5           JULY 1, 2023]: Sec. 1. (a) This chapter applies to a teacher in a school  
6           corporation (as defined in IC 20-18-2-16(a)).

7           (b) A contract with a teacher may be canceled immediately in the  
8           manner set forth in sections 2 through 4 of this chapter for any of the  
9           following reasons:

10          (1) Immorality.

11          (2) Insubordination, which means a willful refusal to obey the  
12          state school laws or reasonable rules adopted for the governance  
13          of the school building or the school corporation.

14          (3) ~~Incompetence, including:~~

15           ~~(A) for probationary teachers, receiving an ineffective~~  
16           ~~designation on a performance evaluation or receiving two (2)~~  
17           ~~consecutive improvement necessary ratings on a performance~~  
18           ~~evaluation under IC 20-28-11.5; or~~

19           ~~(B) for any teacher, receiving an ineffective designation on~~  
20           ~~two (2) consecutive performance evaluations or an ineffective~~  
21           ~~designation or improvement necessary rating under~~  
22           ~~IC 20-28-11.5 for three (3) years of any five (5) year period.~~

23           **Repeated ineffective performance, as determined by the**  
24           **school corporation.**

25          (4) Neglect of duty.

26          (5) A conviction of an offense listed in IC 20-28-5-8(c).

27          (6) Other good or just cause.

28          (c) In addition to the reasons set forth in subsection (b), a  
29          probationary teacher's contract may be canceled for any reason relevant  
30          to the school corporation's interest in the manner set forth in sections  
31          2 through 4 of this chapter.

32          (d) After June 30, 2012, the cancellation of teacher's contracts due  
33          to a justifiable decrease in the number of teaching positions shall be  
34          determined on the basis of performance rather than seniority. In cases  
35          where teachers are placed in the same performance category, any of the  
36          items in IC 20-28-9-1.5(b) may be considered.

37          (e) Only the governing body may terminate, cancel, or otherwise  
38          refuse to renew a contract of a superintendent or assistant  
39          superintendent. Notice of the contract cancellation or the refusal to  
40          renew the individual's contract must be provided in the manner  
41          provided in IC 20-28-8-3(a).

42          SECTION 15. IC 20-28-9-1.5, AS AMENDED BY



1 P.L.178-2022(ts), SECTION 13, IS AMENDED TO READ AS  
 2 FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 1.5. (a) This subsection  
 3 governs salary increases for a teacher employed by a school  
 4 corporation. Compensation attributable to additional degrees or  
 5 graduate credits earned before the effective date of a local  
 6 compensation plan created under this chapter before July 1, 2015, shall  
 7 continue for school years beginning after June 30, 2015. Compensation  
 8 attributable to additional degrees for which a teacher has started course  
 9 work before July 1, 2011, and completed course work before  
 10 September 2, 2014, shall also continue for school years beginning after  
 11 June 30, 2015. For school years beginning after June 30, 2022, a school  
 12 corporation may provide a supplemental payment to a teacher in excess  
 13 of the salary specified in the school corporation's compensation plan.  
 14 A supplement provided under this subsection is not subject to  
 15 collective bargaining. ~~but a discussion of the supplement must be held.~~  
 16 Such a supplement is in addition to any increase permitted under  
 17 subsection (b).

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

20 (1) A combination of the following factors taken together may  
 21 account for not more than fifty percent (50%) of the calculation  
 22 used to determine a teacher's increase or increment:

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

24 (B) The possession of either:

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

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

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

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

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

34 (c) To provide greater flexibility and options, a school corporation  
 35 may differentiate the amount of salary increases or increments  
 36 determined for teachers. A school corporation shall base a  
 37 differentiated amount under this subsection on reasons the school  
 38 corporation determines are appropriate, which may include the:

39 (1) subject or subjects taught by a given teacher;

40 (2) importance of retaining a given teacher at the school  
 41 corporation;

42 (3) need to attract an individual with specific qualifications to fill



1 a teaching vacancy; and

2 (4) offering of a new program or class.

3 (d) A school corporation may provide differentiated increases or  
4 increments under subsection (b), and in excess of the percentage  
5 specified in subsection (b)(1), in order to:

6 (1) reduce the gap between the school corporation's minimum  
7 teacher salary and the average of the school corporation's  
8 minimum and maximum teacher salaries; or

9 (2) allow teachers currently employed by the school corporation  
10 to receive a salary adjusted in comparison to starting base salaries  
11 of new teachers.

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

20 (f) Subsection (e) does not apply to a teacher in the first two (2) full  
21 school years that the teacher provides instruction to students in  
22 elementary school or high school. If a teacher provides instruction to  
23 students in elementary school or high school in another state, any full  
24 school year, or its equivalent in the other state, that the teacher provides  
25 instruction counts toward the two (2) full school years under this  
26 subsection:

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

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

36 (i) (f) Each school corporation shall submit its local compensation  
37 plan to the Indiana education employment relations board. For a school  
38 year beginning after June 30, 2015, a local compensation plan must  
39 specify the range for teacher salaries. The Indiana education  
40 employment relations board shall publish the local compensation plans  
41 on the Indiana education employment relations board's ~~internet web~~  
42 site: **website**.



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

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

11            ~~(t)~~ (i) After June 30, 2011, all rights, duties, or obligations  
 12 established under IC 20-28-9-1 before its repeal are considered rights,  
 13 duties, or obligations under this section.

14            ~~(m)~~ (j) An employment agreement described in IC 20-28-6-7.3  
 15 between an adjunct teacher and a school corporation is not subject to  
 16 this section.

17            SECTION 16. IC 20-28-11.5-1, AS ADDED BY P.L.90-2011,  
 18 SECTION 39, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 19 JULY 1, 2023]: Sec. 1. As used in this chapter, "evaluator" means an  
 20 individual who conducts a staff performance evaluation. ~~The term~~  
 21 ~~includes a teacher who:~~

22            (1) has clearly demonstrated a record of effective teaching over  
 23 several years;

24            (2) is approved by the principal as qualified to evaluate under the  
 25 plan; and

26            (3) conducts staff performance evaluations as a significant part of  
 27 teacher's responsibilities.

28            SECTION 17. IC 20-28-11.5-3, AS AMENDED BY P.L.172-2011,  
 29 SECTION 122, IS AMENDED TO READ AS FOLLOWS  
 30 [EFFECTIVE JULY 1, 2023]: Sec. 3. As used in this chapter, "school  
 31 corporation" includes:

32            (1) a school corporation;

33            (2) a school created by an interlocal agreement under IC 36-1-7;

34            (3) a special education cooperative under IC 20-35-5; and

35            (4) a joint career and technical education program created under  
 36 IC 20-37-1.

37            However, for purposes of section 4(a) ~~and 4(b)~~ of this chapter, "school  
 38 corporation" includes a charter school, a virtual charter school, **and**  
 39 eligible school (as defined in IC 20-51-1-4.7).

40            SECTION 18. IC 20-28-11.5-4, AS AMENDED BY P.L.150-2020,  
 41 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 42 JULY 1, 2023]: Sec. 4. (a) Each school corporation shall develop **or**



1 **adopt** a plan for annual performance evaluations for each certificated  
 2 employee. A school corporation shall implement the plan beginning  
 3 with the 2012-2013 school year.

4 (b) Instead of developing its own staff performance evaluation plan  
 5 under subsection (a); a school corporation may adopt a staff  
 6 performance evaluation plan that meets the requirements set forth in  
 7 this chapter or any of the following models:

8 (1) A plan using master teachers or contracting with an outside  
 9 vendor to provide master teachers:

10 (2) The System for Teacher and Student Advancement (TAP):

11 (3) The Peer Assistance and Review Teacher Evaluation System  
 12 (PAR):

13 (c) A plan must include the following components:

14 (1) Performance evaluations for all certificated employees;  
 15 conducted at least annually:

16 (2) Rigorous measures of effectiveness; including observations  
 17 and other performance indicators:

18 (3) An annual designation of each certificated employee in one

19 (1) of the following rating categories:

20 (A) Highly effective:

21 (B) Effective:

22 (C) Improvement necessary:

23 (D) Ineffective:

24 (4) An explanation of the evaluator's recommendations for  
 25 improvement, and the time in which improvement is expected:

26 (5) A provision that a teacher who negatively affects student  
 27 achievement and growth cannot receive a rating of highly  
 28 effective or effective:

29 (6) A pre-evaluation planning session conducted by the  
 30 superintendent or equivalent authority for the school corporation  
 31 with the principals in the school corporation:

32 (d) In developing a performance evaluation plan; a school  
 33 corporation may consider the following:

34 (1) Test scores of students (both formative and summative):

35 (2) Classroom presentation observations:

36 (3) Observation of student-teacher interaction:

37 (4) Knowledge of subject matter:

38 (5) Dedication and effectiveness of the teacher through time and  
 39 effort on task:

40 (6) Contributions of teachers through group teacher interactivity  
 41 in fulfilling the school improvement plan:

42 (7) Cooperation of the teacher with supervisors and peers:



- 1 (8) Extracurricular contributions of the teacher:  
 2 (9) Outside performance evaluations:  
 3 (10) Compliance with school corporation rules and procedures:  
 4 (11) Other items considered important by the school corporation  
 5 in developing each student to the student's maximum intellectual  
 6 potential and performance.

7 The state board and the department may recommend additional factors;  
 8 but may not require additional factors unless directed to do so by the  
 9 general assembly.

10 (e) The state board may create a method or model to align currently  
 11 used performance evaluation plan factors with each of the following  
 12 indicators:

- 13 (1) Maximizing instructional time:  
 14 (2) Student engagement:  
 15 (3) Developing student understanding and mastery of lesson  
 16 objectives:  
 17 (4) Tracking student data and analyzing progress:  
 18 (5) Checking for student understanding.

19 (f) (b) The plan must:

- 20 (1) be in writing; and  
 21 (2) be explained to the governing body in a public meeting;

22 before the evaluations are conducted. Before explaining the plan to the  
 23 governing body, the superintendent of the school corporation shall  
 24 discuss the plan with teachers or the teachers' representative, if there  
 25 is one. This discussion is not subject to the open door law (IC  
 26 5-14-1.5). The plan is not subject to bargaining, ~~but a discussion of the~~  
 27 ~~plan must be held.~~

28 (g) (c) The evaluator shall discuss the evaluation with the  
 29 certificated employee.

30 SECTION 19. IC 20-28-11.5-6, AS ADDED BY P.L.90-2011,  
 31 SECTION 39, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 32 JULY 1, 2023]: Sec. 6. (a) A copy of the completed evaluation,  
 33 including any documentation related to the evaluation, must be  
 34 provided to a certificated employee not later than seven (7) days after  
 35 the evaluation is conducted.

36 (b) If a certificated employee receives a rating of ineffective, ~~or~~  
 37 ~~improvement necessary~~, **as determined by the school corporation**,  
 38 the evaluator and the certificated employee shall develop a remediation  
 39 plan of not more than ninety (90) school days in length to correct the  
 40 deficiencies noted in the certificated employee's evaluation. The  
 41 remediation plan must require the use of the certificated employee's  
 42 license renewal credits in professional development activities intended



1 to help the certificated employee achieve an effective rating, **as**  
 2 **determined by the school corporation**, on the next performance  
 3 evaluation. If the principal did not conduct the performance evaluation,  
 4 the principal may direct the use of the certificated employee's license  
 5 renewal credits under this subsection.

6 (c) A teacher who receives a rating of ineffective may file a request  
 7 for a private conference with the superintendent or the superintendent's  
 8 designee not later than five (5) days after receiving notice that the  
 9 teacher received a rating of ineffective. The teacher is entitled to a  
 10 private conference with the superintendent or superintendent's  
 11 designee.

12 SECTION 20. IC 20-28-11.5-7 IS REPEALED [EFFECTIVE JULY  
 13 1, 2023]. Sec. 7. (a) This section applies to any teacher instructing  
 14 students in a content area and grade subject to IC 20-32-5-2 (for a  
 15 school year ending before July 1, 2018); and IC 20-32-5.1 (for a school  
 16 year ending after June 30, 2018).

17 (b) A student may not be instructed for two (2) consecutive years by  
 18 two (2) consecutive teachers, each of whom was rated as ineffective  
 19 under this chapter in the school year immediately before the school  
 20 year in which the student is placed in the respective teacher's class.

21 (c) If a teacher did not instruct students in the school year  
 22 immediately before the school year in which students are placed in the  
 23 teacher's class, the teacher's rating under this chapter for the most  
 24 recent year in which the teacher instructed students, instead of for the  
 25 school year immediately before the school year in which students are  
 26 placed in the teacher's class, shall be used in determining whether  
 27 subsection (b) applies to the teacher.

28 (d) If it is not possible for a school corporation to comply with this  
 29 section, the school corporation must notify the parents of each  
 30 applicable student indicating the student will be placed in a classroom  
 31 of a teacher who has been rated ineffective under this chapter. The  
 32 parent must be notified before the start of the second consecutive  
 33 school year.

34 SECTION 21. IC 20-28-11.5-8, AS AMENDED BY P.L.150-2020,  
 35 SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 36 JULY 1, 2023]: Sec. 8. (a) To implement this chapter, the state board  
 37 shall do the following:

- 38 (1) Adopt rules under IC 4-22-2 that establish  
 39 (A) the criteria that define each of the four categories of  
 40 teacher ratings under section (4)(c)(3) of this chapter;  
 41 (B) standards that define actions that constitute a negative  
 42 impact on student achievement; and





- 1           ~~(c)~~ an acceptable standard for training evaluators.
- 2           (2) Work with the department to develop a model plan and release
- 3           it to school corporations. Subsequent versions of the model plan
- 4           that contain substantive changes must be provided to school
- 5           corporations.
- 6           (3) Work with the department to ensure the availability of
- 7           ongoing training on the use of the performance evaluation to
- 8           ensure that all evaluators and certificated employees have access
- 9           to information on the plan, the plan's implementation, and this
- 10          chapter.
- 11          (b) A school corporation may:
- 12           (1) adopt the department's model plan; or
- 13           (2) **adopt or establish** any other **model staff performance**
- 14           **evaluation** plan. ~~approved by the department, without the state~~
- 15           ~~board's approval.~~
- 16          (c) A school corporation may substantially modify the model plan
- 17          or develop the school corporation's own plan; if the substantially
- 18          modified or developed plan meets the criteria established under this
- 19          chapter. If a school corporation substantially modifies the model plan
- 20          or develops its own plan, the department may request that the school
- 21          corporation submit the plan to the department to ensure the plan meets
- 22          the criteria developed under this chapter. If the department makes such
- 23          a request, before submitting a substantially modified or new staff
- 24          performance evaluation plan to the department, the governing body
- 25          shall submit the staff performance evaluation plan to the teachers
- 26          employed by the school corporation for a vote. If at least seventy-five
- 27          percent (75%) of the voting teachers vote in favor of adopting the staff
- 28          performance evaluation plan, the governing body may submit the staff
- 29          performance evaluation plan to the department.
- 30          ~~(d)~~ (c) Each school corporation shall submit its staff performance
- 31          evaluation plan to the department. The department shall publish the
- 32          staff performance evaluation plans on the department's ~~Internet web~~
- 33          ~~site.~~ A school corporation must submit its staff performance evaluation
- 34          plan to the department for approval in order to qualify for any grant
- 35          funding related to this chapter: **website.**
- 36          SECTION 22. IC 20-28-11.5-8.5 IS REPEALED [EFFECTIVE
- 37          JULY 1, 2023]. Sec. 8.5: A plan for performance evaluations under this
- 38          chapter may be discussed, but is not subject to bargaining. Selection of
- 39          a performance evaluation model is at the discretion of the school
- 40          corporation, but the developed plan must be reported to the department
- 41          and the Indiana education employment relations board in a timely
- 42          manner, as established by the department. The department may review



1 the plan for efficacy and the Indiana education employment relations  
 2 board may review the plan for legality; and both may comment to the  
 3 school corporation. The department shall annually present to the state  
 4 board of education plans selected by the school corporations. The state  
 5 board may recommend model plans to school corporations; but shall  
 6 not mandate any plan.

7 SECTION 23. IC 20-28-11.5-9, AS AMENDED BY P.L.41-2022,  
 8 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 9 JULY 1, 2023]: Sec. 9. (a) The principal of a school in a school  
 10 corporation shall report in the aggregate the results of staff  
 11 performance evaluations for the school for the previous school year to  
 12 the superintendent and the governing body for the school corporation  
 13 before August 15 of each year on the schedule determined by the  
 14 governing body. The report must be presented in a public meeting of  
 15 the governing body. Before presentation to the governing body, the  
 16 superintendent of the school corporation shall discuss the report of  
 17 completed evaluations with the teachers. This discussion is not subject  
 18 to the open door law (IC 5-14-1.5). The report of completed evaluations  
 19 is not subject to bargaining, but a discussion of the report must be held:

20 (b) A school corporation annually shall provide the disaggregated  
 21 results of staff performance evaluations by teacher identification  
 22 numbers to the department:

23 (1) after completing the presentations required under subsection

24 (a) for all schools for the school corporation; and

25 (2) before November 15 of that year.

26 Before November 15 of each year, each charter school (including a  
 27 virtual charter school) shall provide the disaggregated results of staff  
 28 performance evaluations by teacher identification numbers to the  
 29 department.

30 (c) Not before the beginning of the second semester (or the  
 31 equivalent) of the school year and not later than August 1 of each year,  
 32 the principal at each school described in subsection (b) shall complete  
 33 a survey that provides information regarding the principal's assessment  
 34 of the quality of instruction by each particular teacher preparation  
 35 program located in Indiana for teachers employed at the school who  
 36 initially received their teaching license in Indiana in the previous two  
 37 (2) years. The survey shall be adopted by the state board and prescribed  
 38 on a form developed not later than July 30, 2016; by the department  
 39 that is aligned with the matrix system established under  
 40 IC 20-28-3-1(i). The school shall provide the surveys to the department  
 41 in a manner prescribed by the department. The department shall  
 42 compile the information contained in the surveys; broken down by each



1 teacher preparation program located in Indiana. The department shall  
 2 include information relevant to a particular teacher preparation  
 3 program located in Indiana in the department's report under subsection  
 4 (f).

5 (d) During the second semester (or the equivalent) of the school  
 6 year and not later than August 1 of each year, each teacher employed  
 7 by a school described in subsection (b) in Indiana who initially  
 8 received a teacher's license in Indiana in the previous three (3) years  
 9 shall complete a form after the teacher completes the teacher's initial  
 10 year teaching at a particular school. The information reported on the  
 11 form must:

- 12 (1) provide the year in which the teacher was hired by the school;
- 13 (2) include the name of the teacher preparation program that
- 14 recommended the teacher for an initial license;
- 15 (3) describe subjects taught by the teacher;
- 16 (4) provide the location of different teaching positions held by the
- 17 teacher since the teacher initially obtained an Indiana teaching
- 18 license;
- 19 (5) provide a description of any mentoring the teacher has
- 20 received while teaching in the teacher's current teaching position;
- 21 (6) describe the teacher's current licensure status; and
- 22 (7) include an assessment by the teacher of the quality of
- 23 instruction of the teacher preparation program in which the
- 24 teacher participated.

25 The form shall be prescribed by the department. The forms shall be  
 26 submitted to the department in a manner prescribed by the department.  
 27 Upon receipt of the information provided in this subsection, the  
 28 department shall compile the information contained in the forms and  
 29 include an aggregated summary of the report on the department's  
 30 Internet web site.

31 (e) Before December 15 of each year, the department shall report  
 32 the results of staff performance evaluations in the aggregate to the state  
 33 board, and to the public via the department's Internet web site for:

- 34 (1) the aggregate of certificated employees of each school and
- 35 school corporation;
- 36 (2) the aggregate of graduates of each teacher preparation
- 37 program in Indiana;
- 38 (3) for each school described in subsection (b), the annual rate of
- 39 retention for certificated employees for each school within the
- 40 charter school or school corporation; and
- 41 (4) the aggregate results of staff performance evaluations for each
- 42 category described in section 4(c)(3) of this chapter. In addition



1 to the aggregate results; the results must be broken down:  
 2 (A) by the content area of the initial teacher license received  
 3 by teachers upon completion of a particular teacher  
 4 preparation program; or  
 5 (B) as otherwise requested by a teacher preparation program;  
 6 as approved by the state board:  
 7 (f) Beginning November 1, 2016, and before September 1 of each  
 8 year thereafter, the department shall report to each teacher preparation  
 9 program in Indiana for teachers with three (3) or fewer years of  
 10 teaching experience:  
 11 (1) information from the surveys relevant to that particular teacher  
 12 education program provided to the department under subsection  
 13 (c);  
 14 (2) information from the forms relevant to that particular teacher  
 15 preparation program compiled by the department under  
 16 subsection (d); and  
 17 (3) the results from the most recent school year for which data are  
 18 available of staff performance evaluations for each category  
 19 described in section 4(c)(3) of this chapter with three (3) or fewer  
 20 years of teaching experience for that particular teacher  
 21 preparation program. The report to the teacher preparation  
 22 program under this subdivision shall be in the aggregate form and  
 23 shall be broken down by the teacher preparation program that  
 24 recommended an initial teaching license for the teacher.  
 25 SECTION 24. IC 20-29-2-7, AS ADDED BY P.L.1-2005,  
 26 SECTION 13, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 27 JULY 1, 2023]: Sec. 7. "Discuss" means **the performance of the mutual**  
 28 **obligation of a communication between** the school corporation  
 29 through its superintendent and the exclusive representative **and a**  
 30 **certificated employee or group of certificated employees to meet at**  
 31 **reasonable times to:**  
 32 (1) discuss;  
 33 (2) provide meaningful input; or  
 34 (3) exchange points of view;  
 35 **with respect to items enumerated in IC 20-29-6-7. regarding any item**  
 36 **described in IC 20-29-6-7.**  
 37 SECTION 25. IC 20-29-6-1, AS AMENDED BY P.L.216-2021,  
 38 SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 39 JULY 1, 2023]: Sec. 1. (a) School employers and school employees  
 40 shall:  
 41 (1) have the obligation and the right to bargain collectively the  
 42 items set forth in section 4 of this chapter; **and**



1 (2) have the right and obligation to discuss any item set forth in  
2 section 7 of this chapter; and

3 (3) (2) enter into a contract embodying any of the matters listed  
4 in section 4 of this chapter on which they have bargained  
5 collectively.

6 (b) Notwithstanding any other law, before a school employer and  
7 school employees may privately negotiate the matters described in  
8 subsection (a)(1) during the time period for formal collective  
9 bargaining established in section 12 of this chapter, the parties must  
10 hold at least one (1) public hearing and take public testimony to discuss  
11 the items described in subsection (a). A school employer may allow  
12 governing body members or the public to participate in a public  
13 hearing under this subsection by means of electronic communication.

14 SECTION 26. IC 20-29-6-7, AS AMENDED BY P.L.168-2022,  
15 SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
16 JULY 1, 2023]: Sec. 7. (a) A school employer ~~shall~~ **may** discuss with  
17 the exclusive representative of certificated employees the following  
18 items:

19 (1) Curriculum development and revision.

20 (2) Selection of curricular materials.

21 (3) Teaching methods.

22 (4) Hiring, evaluation, promotion, demotion, transfer, assignment,  
23 and retention of certificated employees.

24 (5) Student discipline.

25 (6) Expulsion or supervision of students.

26 (7) Pupil/teacher ratio.

27 (8) Class size or budget appropriations.

28 (9) Safety issues for students and employees in the workplace;  
29 except those items required to be kept confidential by state or  
30 federal law.

31 (10) Hours.

32 (11) Funding for a plan for a remediation program for any subset  
33 of students enrolled in kindergarten through grade 12.

34 (12) The following nonbargainable items under IC 20-43-10-3.5:

35 (A) Teacher appreciation grants.

36 (B) Individual teacher appreciation grant stipends to teachers.

37 (C) Additions to base salary based on teacher appreciation  
38 grant stipends.

39 (13) The pre-evaluation planning session required under  
40 IC 20-28-11.5-4.

41 (14) The superintendent's report to the governing body concerning  
42 staff performance evaluations required under IC 20-28-11.5-9.



1 (15) A teacher performance model:

2 (16) ~~The use of adjunct teachers permitted under IC 20-28-5-27.~~  
 3 **a certificated employee or group of certificated employees any item**  
 4 **that significantly impacts a certificated employee's work with the**  
 5 **school employer.**

6 **(b) This section is not intended to limit communication between**  
 7 **a school employer and a certificated employee of the school**  
 8 **employer.**

9 SECTION 27. IC 20-29-6-8 IS REPEALED [EFFECTIVE JULY 1,  
 10 2023]. ~~Sec. 8. The obligation to discuss does not require either party to~~  
 11 ~~enter into a contract, agree to a proposal, or make a concession related~~  
 12 ~~to the items listed in section 7 of this chapter. A failure to reach an~~  
 13 ~~agreement on a matter of discussion does not allow the use of any part~~  
 14 ~~of the impasse procedure under IC 20-29-8.~~

15 SECTION 28. IC 20-29-6-9, AS ADDED BY P.L.1-2005,  
 16 SECTION 13, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 17 JULY 1, 2023]: Sec. 9. The obligation to bargain collectively ~~or discuss~~  
 18 a matter does not prevent:

19 (1) a school employee from petitioning the school employer,  
 20 governing body, or superintendent for a redress of the employee's  
 21 grievances, either individually or through the exclusive  
 22 representative; or

23 (2) the school employer or superintendent from conferring with  
 24 a citizen, taxpayer, student, school employee, or other person  
 25 considering the operation of the schools and the school  
 26 corporation.

27 SECTION 29. IC 20-29-7-1, AS AMENDED BY P.L.48-2011,  
 28 SECTION 26, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 29 JULY 1, 2023]: Sec. 1. (a) It is an unfair practice for a school employer  
 30 to do any of the following:

31 (1) Interfere with, restrain, or coerce school employees in the  
 32 exercise of the rights guaranteed in IC 20-29-4.

33 (2) Dominate, interfere, or assist in the formation or  
 34 administration of any school employee organization or contribute  
 35 financial or other support to the organization. Subject to rules  
 36 adopted by the governing body, a school employer may permit  
 37 school employees to confer with the school employer or with any  
 38 school employee organization during working hours without loss  
 39 of time or pay.

40 (3) Encourage or discourage membership in any school employee  
 41 organization through discrimination in regard to:

42 (A) hiring;



- 1 (B) tenure of employment; or
- 2 (C) any term or condition of employment.
- 3 (4) Discharge or otherwise discriminate against a school
- 4 employee because the employee has filed a complaint, affidavit,
- 5 petition, or any information or testimony under this article.
- 6 (5) Refuse to
- 7 (A) bargain collectively; or
- 8 (B) discuss;
- 9 with an exclusive representative as required by this article.
- 10 (6) Fail or refuse to comply with any provision of this article.
- 11 (b) If:
- 12 (1) a complaint is filed that alleges an unfair practice has occurred
- 13 with respect to a subject that may be discussed under this article;
- 14 and
- 15 (2) the complaint is found to be frivolous;
- 16 the party that filed that complaint is liable for costs and attorney's fees.
- 17 SECTION 30. IC 20-34-3-24 IS REPEALED [EFFECTIVE JULY
- 18 1, 2023]. See: 24. (a) For purposes of this section, "bleeding control
- 19 kit" means a first aid response kit that contains at least the following:
- 20 (1) One (1) tourniquet endorsed by the Committee on Tactical
- 21 Combat Casualty Care;
- 22 (2) A compression bandage;
- 23 (3) A bleeding control bandage;
- 24 (4) Protective gloves and a permanent marker;
- 25 (5) Scissors;
- 26 (6) Instructional documents developed by the Stop the Bleed
- 27 national awareness campaign of the United States Department of
- 28 Homeland Security or the American College of Surgeons
- 29 Committee on Trauma; or both;
- 30 (7) Other medical materials and equipment similar to those
- 31 described in subdivisions (1) through (3); and any additional
- 32 items that:
- 33 (A) are approved by local law enforcement or first responders;
- 34 (B) can adequately treat a traumatic injury; and
- 35 (C) can be stored in a readily available kit.
- 36 (b) Beginning in the 2020-2021 school year and each school year
- 37 thereafter and subject to either:
- 38 (1) an appropriation by the general assembly; or
- 39 (2) a charter school or school corporation receiving sufficient
- 40 bleeding control kits for the charter school or each school in the
- 41 school corporation from:
- 42 (A) donations from individuals or entities; or



1 (B) gifts necessary to purchase the bleeding control kits;  
 2 each school corporation and charter school shall develop and  
 3 implement a Stop the Bleed program that meets the requirements set  
 4 forth in this section. Upon request by a school corporation or charter  
 5 school; the department of homeland security; in collaboration with the  
 6 department; may direct the school corporation or charter school to  
 7 resources that are available to provide bleeding control kits to the  
 8 school corporation or charter school. The department of homeland  
 9 security and department shall maintain information regarding the Stop  
 10 the Bleed program on the department of homeland security's and  
 11 department's Internet web sites:

12 (c) A school corporation's Stop the Bleed program must include  
 13 each school of the school corporation. The Stop the Bleed program  
 14 must include requirements that:

15 (1) require bleeding control kits be assigned to designated rooms  
 16 in easily accessible locations to be determined by local first  
 17 responders or the school safety specialist;

18 (2) include bleeding control kits in the emergency plans of the  
 19 school corporation or charter school; including the presentation  
 20 and use of the bleeding control kits in all drills and emergencies;

21 (3) provide that all school corporations and charter schools have  
 22 a minimum of five (5) individuals in each school building who  
 23 obtain appropriate training in the use of the bleeding control kit;  
 24 including:

25 (A) the proper application of pressure to stop bleeding;

26 (B) the application of dressings or bandages;

27 (C) additional pressure techniques to control bleeding; and

28 (D) the correct application of tourniquets;

29 (4) require bleeding control kits in school inventories to be  
 30 inspected annually to ensure that the materials; supplies; and  
 31 equipment contained in the bleeding control kits are not expired;  
 32 and that any expired materials; supplies; and equipment are  
 33 replaced as necessary; and

34 (5) require a bleeding control kit to be restocked after each use  
 35 and any materials; supplies; and equipment to be replaced as  
 36 necessary to ensure that the bleeding control kit contains all  
 37 necessary materials; supplies; and equipment.

38 (d) The department, in collaboration with the department of  
 39 homeland security; shall develop and provide training for the use of  
 40 bleeding control kits. The department may satisfy the training  
 41 requirements by using training; including online training; available  
 42 from the American College of Surgeons or a similar organization





1 authorized by the department of homeland security.

2 (e) In all matters relating to a Stop the Bleed program, school  
3 corporation or charter school personnel are immune from civil liability  
4 for any act done or omitted in the use of a bleeding control kit unless  
5 the action constitutes gross negligence or willful or wanton  
6 misconduct.

7 SECTION 31. IC 20-43-10-3.5, AS AMENDED BY P.L.165-2021,  
8 SECTION 167, IS AMENDED TO READ AS FOLLOWS  
9 [EFFECTIVE JULY 1, 2023]: Sec. 3.5. (a) As used in this section,  
10 "school" means a school corporation, charter school, and a virtual  
11 charter school.

12 (b) Subject to the requirements of this section, a school qualifies for  
13 a teacher appreciation grant as provided in this section for a state fiscal  
14 year if **the school has** one (1) or more licensed teachers:

15 (1) employed in the classroom by the school; or

16 (2) directly providing virtual education.

17 ~~were rated as effective or as highly effective, using the most recently~~  
18 ~~completed teacher ratings.~~

19 (c) A school may not receive a teacher appreciation grant under this  
20 section unless

21 ~~(1)~~ the school has in the state fiscal year in which the teacher  
22 appreciation grants are made under this section

23 ~~(A)~~ adopted an annual policy concerning the distribution of  
24 teacher appreciation grants. ~~and~~

25 ~~(B)~~ submitted the policy to the department for approval; and

26 ~~(2)~~ the department has approved the policy.

27 ~~The department shall specify the date by which a policy described in~~  
28 ~~subdivision (1) must be submitted to the department.~~

29 (d) The amount of a teacher appreciation grant for a qualifying  
30 school corporation or virtual charter school is equal to:

31 (1) thirty-seven dollars and fifty-cents (\$37.50); multiplied by

32 (2) the school's current ADM.

33 However, the grant amount for a virtual charter school may not exceed  
34 the statewide average grant amount.

35 (e) The following apply to the distribution of teacher appreciation  
36 grants:

37 (1) If the total amount to be distributed as teacher appreciation  
38 grants for a particular state fiscal year exceeds the amount  
39 appropriated by the general assembly for teacher appreciation  
40 grants for that state fiscal year, the total amount to be distributed  
41 as teacher appreciation grants to schools shall be proportionately  
42 reduced so that the total reduction equals the amount of the



1 excess. The amount of the reduction for a particular school is  
 2 equal to the total amount of the excess multiplied by a fraction.  
 3 The numerator of the fraction is the amount of the teacher  
 4 appreciation grant that the school would have received if a  
 5 reduction were not made under this section. The denominator of  
 6 the fraction is the total amount that would be distributed as  
 7 teacher appreciation grants to all schools if a reduction were not  
 8 made under this section.

9 (2) If the total amount to be distributed as teacher appreciation  
 10 grants for a particular state fiscal year is less than the amount  
 11 appropriated by the general assembly for teacher appreciation  
 12 grants for that state fiscal year, the total amount to be distributed  
 13 as teacher appreciation grants to schools for that particular state  
 14 fiscal year shall be proportionately increased so that the total  
 15 amount to be distributed equals the amount of the appropriation  
 16 for that particular state fiscal year.

17 (f) The annual teacher appreciation grant to which a school is  
 18 entitled for a state fiscal year shall be distributed to the school before  
 19 December 5 of that state fiscal year.

20 (g) The following apply to a school's policy under subsection (c)  
 21 concerning the distribution of teacher appreciation grants:

22 (1) The governing body shall differentiate between a teacher rated  
 23 as a highly effective teacher and a teacher rated as an effective  
 24 teacher. The policy must provide that the amount of a stipend  
 25 awarded to a teacher rated as a highly effective teacher must be  
 26 at least twenty-five percent (25%) more than the amount of a  
 27 stipend awarded to a teacher rated as an effective teacher.

28 (2) The governing body of a school may differentiate between  
 29 school buildings:

30 (3) A stipend to an individual teacher in a particular year is not  
 31 subject to collective bargaining, but is discussable, and is in  
 32 addition to the minimum salary or increases in salary set under  
 33 IC 20-28-9-1.5. The governing body may provide that an amount  
 34 not exceeding fifty percent (50%) of the amount of a stipend to an  
 35 individual teacher in a particular state fiscal year becomes a  
 36 permanent part of and increases the base salary of the teacher  
 37 receiving the stipend for school years beginning after the state  
 38 fiscal year in which the stipend is received. The addition to base  
 39 salary is not subject to collective bargaining, but is discussable.

40 (h) (g) A teacher appreciation grant received by a school shall be  
 41 allocated among and used only to pay cash stipends to **at least one (1) or**  
 42 **more** licensed teachers employed in the classroom who are rated as



1 effective or as highly effective and employed by the school as of  
 2 December 1. A school may allocate up to twenty percent (20%) of the  
 3 grant received by the school to provide a supplemental award to  
 4 teachers with less than five (5) years of service who are rated as  
 5 effective or as highly effective. The supplemental award is in addition  
 6 to the award made from the part of the grant that is allocated to all  
 7 eligible teachers. **in amounts determined by the school.**

8 (†) (h) The lead school corporation or interlocal cooperative  
 9 administering a cooperative or other special education program or  
 10 administering a career and technical education program, including  
 11 programs managed under IC 20-26-10, IC 20-35-5, IC 20-37, or  
 12 IC 36-1-7, shall award teacher appreciation grant stipends to and carry  
 13 out the other responsibilities of an employing school corporation under  
 14 this section for the teachers in the special education program or career  
 15 and technical education program.

16 (†) (i) A school shall distribute all stipends from a teacher  
 17 appreciation grant to individual teachers within twenty (20) business  
 18 days of the date the department distributes the teacher appreciation  
 19 grant to the school. Any part of the teacher appreciation grant not  
 20 distributed as stipends to teachers before February must be returned to  
 21 the department on the earlier of the date set by the department or June  
 22 30 of that state fiscal year.

23 (†) (j) The department, after review by the budget committee, may  
 24 waive the December 5 deadline under subsection (f) to distribute an  
 25 annual teacher appreciation grant to the school under this section for  
 26 that state fiscal year and approve an extension of that deadline to a later  
 27 date within that state fiscal year, if the department determines that a  
 28 waiver and extension of the deadline are in the public interest.

29 (†) (k) The state board may adopt rules under IC 4-22-2, including  
 30 emergency rules in the manner provided in IC 4-22-2-37.1, as  
 31 necessary to implement this section.

32 (†) (l) This section expires ~~June 30, 2023~~. **June 30, 2025.**

33 SECTION 32. IC 20-50-1-3 IS REPEALED [EFFECTIVE JULY 1,  
 34 2023]. Sec. 3: (a) Every local educational agency, regardless of whether  
 35 it receives a McKinney-Vento Act grant, is required to designate a  
 36 local liaison under 42 U.S.C. 11432.

37 (b) The local liaison serves as one (1) of the primary contacts  
 38 between homeless families and:

- 39 (1) school staff;
- 40 (2) district personnel;
- 41 (3) shelter workers; and
- 42 (4) other service providers:



- 1 (c) The local liaison coordinates services to ensure the following:  
 2 (1) Homeless children and youths are identified by school  
 3 personnel through outreach and coordination activities with other  
 4 entities and agencies pursuant to the McKinney-Vento Act.  
 5 (2) Homeless children and youths are enrolled in, and have full  
 6 and equal opportunity to succeed in, school.  
 7 (3) Homeless families and homeless children and youths are  
 8 provided access to receive education services for which the  
 9 homeless families and homeless children and youths are eligible,  
 10 including Head Start, early intervention services under the  
 11 Individuals with Disabilities Education Act, and preschool  
 12 programs administered by the local educational agency.  
 13 (4) Homeless families and homeless children and youths are  
 14 referred to health, dental, mental health, and substance abuse  
 15 services, housing services, and other appropriate services.  
 16 (5) Parents or guardians of homeless children and youths are  
 17 informed of educational and related opportunities available to the  
 18 children and are provided with meaningful opportunities to  
 19 participate in the education of the children.  
 20 (6) Public notice of educational rights of homeless students is  
 21 disseminated in locations frequented by parents and guardians of  
 22 homeless children and youths, and unaccompanied youths,  
 23 including in schools, shelters, public libraries, and soup kitchens;  
 24 in a manner and form understandable to the parents and guardians  
 25 of homeless children and youths and unaccompanied youths.  
 26 (7) Enrollment disputes are mediated in accordance with the  
 27 McKinney-Vento Act.  
 28 (8) Parents and guardians of homeless children and youths and  
 29 unaccompanied youths are fully informed of all transportation  
 30 services, including transportation to and from the school of origin;  
 31 and are assisted in accessing transportation services.  
 32 (9) School personnel receive professional development and other  
 33 support.  
 34 (10) Unaccompanied youths:  
 35 (A) are enrolled in school;  
 36 (B) have opportunities to meet the same state academic  
 37 standards as established for other children and youths; and  
 38 (C) are informed of the status of unaccompanied youths as  
 39 independent students under section 40 of the Higher Education  
 40 Act of 1965 (20 U.S.C. 1087vv), to ensure the rights of  
 41 unaccompanied youths to receive verification of this status  
 42 from the local liaison.



1 SECTION 33. IC 20-50-1-6 IS REPEALED [EFFECTIVE JULY 1,  
2 2023]. Sec. 6: (a) Each year, the department shall provide training to  
3 individuals who are appointed under section 3 of this chapter as  
4 liaisons for homeless children.

5 (b) The local educational agency shall provide professional  
6 development training to school staff, including teachers;  
7 paraprofessionals, and school support staff, at least one (1) time per  
8 year. The development training shall include:

9 (1) the definition of homelessness;

10 (2) signs of homelessness; and

11 (3) steps to take when a homeless student is identified.

12 (c) The local educational agency shall provide professional  
13 development training to specialized instructional support personnel that  
14 is designed to heighten the understanding and sensitivity of the  
15 personnel to:

16 (1) the needs of homeless children and youths;

17 (2) the rights of homeless children and youths under the  
18 McKinney-Vento Act; and

19 (3) the specific educational needs of homeless children and  
20 youths.

21 SECTION 34. IC 31-36-3-4, AS ADDED BY P.L.211-2019,  
22 SECTION 40, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
23 JULY 1, 2023]: Sec. 4. (a) As used in this section, "homeless youth"  
24 means an individual who:

25 (1) is:

26 (A) at least sixteen (16) years of age; and

27 (B) less than eighteen (18) years of age;

28 (2) is unemancipated;

29 (3) is mentally competent; and

30 (4) lives in a situation described in 42 U.S.C. 11434a(2)(A) and  
31 42 U.S.C. 11434a(2)(B) with or without the consent of the  
32 individual's parent, guardian, or custodian.

33 (b) An individual identified in subsection (c)(3) who presents a fee  
34 and consent waiver affidavit described in subsection (c) on behalf of a  
35 homeless youth to the appropriate agency or entity shall:

36 (1) have access, without charge and the consent of a parent,  
37 guardian, or custodian, to the homeless youth's:

38 (A) certificate of birth;

39 (B) photo identification card under IC 9-24-16-10(c); and

40 (C) Indiana driver's license; and

41 (2) be permitted to enroll the homeless youth in adult basic  
42 education services and register the homeless youth for the Indiana



- 1 high school equivalency examination following the completion of  
 2 an exit interview by the homeless youth under IC 20-33-2-9.
- 3 (c) A fee and consent waiver affidavit executed under this  
 4 subsection shall contain the following:
- 5 (1) The homeless youth's:  
 6 (A) full name; and  
 7 (B) date of birth.
- 8 (2) The name, address, and telephone number of the government  
 9 entity, school corporation liaison for homeless youth, ~~under~~  
 10 ~~IC 20-50-1-3~~, or nonprofit organization that:  
 11 (A) is providing services to the homeless youth; and  
 12 (B) will accept delivery of mail for the homeless youth.
- 13 (3) The name of the legal representative of the government entity,  
 14 school corporation liaison for homeless youth, ~~under~~  
 15 ~~IC 20-50-1-3~~, or nonprofit organization described in subdivision  
 16 (2).
- 17 (4) The signature of the legal representative described in  
 18 subdivision (3) and the date of the signature.
- 19 (5) The signature of the homeless youth and the date of the  
 20 signature.

21 A fee and consent waiver affidavit executed under this subsection must  
 22 be verified by affirmation or representation.

23 SECTION 35. IC 34-30-2.1-281 IS REPEALED [EFFECTIVE  
 24 JULY 1, 2023]. ~~Sec. 281. IC 20-34-3-24 (Concerning the use of~~  
 25 ~~bleeding control kits by school employees):~~

26 SECTION 36. [EFFECTIVE UPON PASSAGE] **(a) The legislative**  
 27 **council is urged to assign to the appropriate interim study**  
 28 **committee, during the 2023 legislative interim, the task of studying**  
 29 **current school assessments in an effort to reduce and streamline**  
 30 **assessments for Indiana students.**

31 **(b) This SECTION expires January 1, 2024.**

32 SECTION 37. **An emergency is declared for this act.**

