



February 3, 2023

SENATE BILL No. 486

DIGEST OF SB 486 (Updated February 1, 2023 6:43 pm - DI 110)

Citations Affected: IC 5-14; IC 20-19; IC 20-20; IC 20-26; IC 20-28; IC 20-29; IC 20-34; IC 20-43; IC 20-50; IC 31-36; IC 34-30; noncode.

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
(Continued next page)

Effective: Upon passage; June 29, 2023; July 1, 2023.

**Rogers, Raatz, Donato, Buchanan,
Doriot, Messmer, Gaskill, Sandlin,
Brown L, Johnson T, Holdman,
Deery, Bassler, Byrne, Niemeyer,
Freeman, Alexander, Buck, Crane**

January 19, 2023, read first time and referred to Committee on Education and Career Development.
February 2, 2023, amended, reported favorably — Do Pass; reassigned to Committee on Appropriations.

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Digest Continued

performance evaluation plans for certificated employees, including: (1) certain 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 certain teachers fill out a form prescribed by the department. Amends requirements to be considered a probationary teacher and professional teacher. Provides that, after a school corporation has assigned an evaluator to perform a certificated employee's evaluation, the certificated employee may request the school corporation to assign another evaluator. 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: (1) with a certificated employee or group of certificated employees; or (2) at one or more meetings that are open to all certificated employees; any topic that significantly impacts a certificated employee's working conditions or impacts the educational quality of the school employer's students. Removes a provision that requires a public meeting at which public testimony is taken before a school employer and school employees may privately negotiate certain collective bargaining matters. 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; (3) the obligation to discuss certain items not requiring either party to enter into a contract, agree to a proposal, or make a concession; and (4) the definition of "discuss" for purposes of the collective bargaining provisions.

SB 486—LS 7241/DI 110



February 3, 2023

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 5-14-1.5-6.1, AS AMENDED BY P.L.197-2021,
2 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2023]: Sec. 6.1. (a) As used in this section, "public official"
4 means a person:
5 (1) who is a member of a governing body of a public agency; or
6 (2) whose tenure and compensation are fixed by law and who
7 executes an oath.
8 (b) Executive sessions may be held only in the following instances:
9 (1) Where authorized by federal or state statute.
10 (2) For discussion of strategy with respect to any of the following:
11 (A) Collective bargaining, **which does not include a**
12 **discussion or meeting under IC 20-29-6-7.**
13 (B) Initiation of litigation or litigation that is either pending or
14 has been threatened specifically in writing. As used in this
15 clause, "litigation" includes any judicial action or

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- 1 administrative law proceeding under federal or state law.
 2 (C) The implementation of security systems.
 3 (D) A real property transaction including:
 4 (i) a purchase;
 5 (ii) a lease as lessor;
 6 (iii) a lease as lessee;
 7 (iv) a transfer;
 8 (v) an exchange; or
 9 (vi) a sale;
 10 by the governing body up to the time a contract or option is
 11 executed by the parties. This clause does not affect a political
 12 subdivision's duty to comply with any other statute that
 13 governs the conduct of the real property transaction, including
 14 IC 36-1-10 or IC 36-1-11.
 15 (E) School consolidation.
 16 However, all such strategy discussions must be necessary for
 17 competitive or bargaining reasons and may not include
 18 competitive or bargaining adversaries.
 19 (3) For discussion of the assessment, design, and implementation
 20 of school safety and security measures, plans, and systems.
 21 (4) Interviews and negotiations with industrial or commercial
 22 prospects or agents of industrial or commercial prospects by:
 23 (A) the Indiana economic development corporation;
 24 (B) the office of tourism development (before July 1, 2020) or
 25 the Indiana destination development corporation (after June
 26 30, 2020);
 27 (C) the Indiana finance authority;
 28 (D) the ports of Indiana;
 29 (E) an economic development commission;
 30 (F) the Indiana state department of agriculture;
 31 (G) the Indiana White River state park development
 32 commission;
 33 (H) a local economic development organization that is a
 34 nonprofit corporation established under state law whose
 35 primary purpose is the promotion of industrial or business
 36 development in Indiana, the retention or expansion of Indiana
 37 businesses, or the development of entrepreneurial activities in
 38 Indiana; or
 39 (I) a governing body of a political subdivision.
 40 However, this subdivision does not apply to any discussions
 41 regarding research that is prohibited under IC 16-34.5-1-2 or
 42 under any other law.



- 1 (5) To receive information about and interview prospective
 2 employees.
 3 (6) With respect to any individual over whom the governing body
 4 has jurisdiction:
 5 (A) to receive information concerning the individual's alleged
 6 misconduct; and
 7 (B) to discuss, before a determination, the individual's status
 8 as an employee, a student, or an independent contractor who
 9 is:
 10 (i) a physician; or
 11 (ii) a school bus driver.
 12 (7) For discussion of records classified as confidential by state or
 13 federal statute.
 14 (8) To discuss before a placement decision an individual student's
 15 abilities, past performance, behavior, and needs.
 16 (9) To discuss a job performance evaluation of individual
 17 employees. This subdivision does not apply to a discussion of the
 18 salary, compensation, or benefits of employees during a budget
 19 process.
 20 (10) When considering the appointment of a public official, to do
 21 the following:
 22 (A) Develop a list of prospective appointees.
 23 (B) Consider applications.
 24 (C) Make one (1) initial exclusion of prospective appointees
 25 from further consideration.
 26 Notwithstanding IC 5-14-3-4(b)(12), a governing body may
 27 release and shall make available for inspection and copying in
 28 accordance with IC 5-14-3-3 identifying information concerning
 29 prospective appointees not initially excluded from further
 30 consideration. An initial exclusion of prospective appointees from
 31 further consideration may not reduce the number of prospective
 32 appointees to fewer than three (3) unless there are fewer than
 33 three (3) prospective appointees. Interviews of prospective
 34 appointees must be conducted at a meeting that is open to the
 35 public.
 36 (11) To train school board members with an outside consultant
 37 about the performance of the role of the members as public
 38 officials.
 39 (12) To prepare or score examinations used in issuing licenses,
 40 certificates, permits, or registrations under IC 25.
 41 (13) To discuss information and intelligence intended to prevent,
 42 mitigate, or respond to the threat of terrorism.



1 (14) To train members of a board of aviation commissioners
 2 appointed under IC 8-22-2 or members of an airport authority
 3 board appointed under IC 8-22-3 with an outside consultant about
 4 the performance of the role of the members as public officials. A
 5 board may hold not more than one (1) executive session per
 6 calendar year under this subdivision.

7 (15) For discussion by the governing body of a state educational
 8 institution of:

9 (A) the assessment of; or

10 (B) negotiation with another entity concerning;

11 the establishment of a collaborative relationship or venture to
 12 advance the research, engagement, or education mission of the
 13 state educational institution. However, this subdivision does not
 14 apply to any discussions regarding research that is prohibited
 15 under IC 16-34.5-1-2 or under any other law.

16 (c) A final action must be taken at a meeting open to the public.

17 (d) Public notice of executive sessions must state the subject matter
 18 by specific reference to the enumerated instance or instances for which
 19 executive sessions may be held under subsection (b). The requirements
 20 stated in section 4 of this chapter for memoranda and minutes being
 21 made available to the public is modified as to executive sessions in that
 22 the memoranda and minutes must identify the subject matter
 23 considered by specific reference to the enumerated instance or
 24 instances for which public notice was given. The governing body shall
 25 certify by a statement in the memoranda and minutes of the governing
 26 body that no subject matter was discussed in the executive session
 27 other than the subject matter specified in the public notice.

28 (e) A governing body may not conduct an executive session during
 29 a meeting, except as otherwise permitted by applicable statute. A
 30 meeting may not be recessed and reconvened with the intent of
 31 circumventing this subsection.

32 SECTION 2. IC 20-19-3-11.7, AS ADDED BY P.L.211-2018(ss),
 33 SECTION 7, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 34 JULY 1, 2023]: Sec. 11.7. (a) The department shall maintain a link on
 35 the department's ~~internet web site~~ **website** that provides parents and
 36 school officials with resources or best practices regarding the
 37 identification and reporting of human trafficking. The resources must
 38 include

39 (1) guidance on how to report to law enforcement agencies
 40 instances of human trafficking, ~~and~~

41 (2) ~~information that may assist school officials in complying with~~
 42 ~~inservice training requirements under IC 20-28-3-7.~~



1 (b) The department shall consult with law enforcement agencies,
 2 school officials, and organizations that have expertise in the prevention
 3 of human trafficking for purposes of developing or providing the
 4 resources or best practices described in subsection (a).

5 SECTION 3. IC 20-19-3-29 IS ADDED TO THE INDIANA CODE
 6 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
 7 1, 2023]: **Sec. 29. (a) Not later than July 1, 2024, the department
 8 shall establish or license for use an online platform that:**

- 9 (1) provides information and training on each of the subjects
 10 and content described in IC 20-28-3-5.5;
 11 (2) is accessible to both teachers and students enrolled in a
 12 teacher preparation program; and
 13 (3) upon successful completion of the training, provides
 14 written confirmation to a teacher or student described in
 15 subdivision (2) that the teacher or student successfully
 16 completed the training.

17 (b) Not later than July 1, 2025, the department shall include the
 18 following information and training on the online platform
 19 described in subsection (a):

- 20 (1) youth suicide awareness and prevention as described in
 21 IC 20-28-3-6;
 22 (2) 29 CFR 1910.1030 concerning bloodborne pathogens;
 23 (3) bullying prevention as described in IC 20-26-5-34.2;
 24 (4) child abuse and neglect as described in IC 20-28-3-4.5;
 25 (5) 29 CFR 1910.147 concerning lock out/tag out; and
 26 (6) 511 IAC 5-5-5 concerning assessment training.

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

30 SECTION 4. IC 20-20-40-13, AS AMENDED BY THE
 31 TECHNICAL CORRECTIONS BILL OF THE 2023 GENERAL
 32 ASSEMBLY, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 33 JULY 1, 2023]: **Sec. 13. (a) The commission has the following duties:**

- 34 (1) To adopt rules concerning the following:
 35 (A) The use of restraint and seclusion in a school corporation
 36 or a state accredited nonpublic school, with an emphasis on
 37 eliminating or minimizing the use of restraint and seclusion.
 38 (B) The prevention of the use of types of restraint or seclusion
 39 that may harm a student, a school employee, a school
 40 volunteer, or the educational environment of the school.
 41 (C) Requirements for notifying parents.
 42 (D) Training regarding the use of restraint and seclusion,



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



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



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

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

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

37 (c) A school resource officer shall consult with local law
 38 enforcement officials and first responders when assisting the school
 39 corporation's school safety specialist in the development of the school
 40 safety plan.

41 (d) A school resource officer shall participate in the development of
 42 programs designed to identify, assess, and provide assistance to



1 troubled youth.

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

4 SECTION 7. IC 20-28-3-1, AS AMENDED BY P.L.41-2022,
5 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
6 JULY 1, 2023]: Sec. 1. (a) As used in this section, "teacher candidate"
7 means an individual recommended for an initial teaching license from
8 a teacher preparation program located in Indiana.

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

11 (1) A teacher education school or department.

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

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

15 (c) The department shall:

16 (1) arrange a statewide system of professional instruction for
17 teacher education;

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

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

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

24 (d) The department shall work with teacher preparation programs to
25 develop a system of teacher education that ensures individuals who
26 complete teacher preparation programs are able to meet the highest
27 professional standards.

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

33 (f) The standards established under subsection (e) must include
34 benchmarks for performance, including test score data for each teacher
35 preparation entity on content area licensure tests and test score data for
36 each teacher preparation entity on pedagogy licensure tests.

37 (g) Each teacher preparation program shall annually report the
38 program's performance on the standards and benchmarks established
39 under this section to the department. The department shall make the
40 information reported under this subsection available to the public on
41 the department's ~~Internet web site.~~ **website.** Each teacher preparation
42 program shall make the information reported under this subsection



1 available to the public on the teacher preparation program's ~~Internet~~
 2 ~~web site.~~ **website.** In addition to reporting performance, each teacher
 3 preparation program must report to the department the following:

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

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

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

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

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

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

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

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

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

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



- 1 (1) the Council for the Accreditation of Educator Preparation
 2 standards, for teacher preparation programs accredited by the
 3 Council for the Accreditation of Educator Preparation;
 4 (2) rigorous academic entry requirements for admission into a
 5 teacher preparatory program that are equivalent to the minimum
 6 academic requirements determined by the Council for the
 7 Accreditation of Educator Preparation, for teacher preparation
 8 programs that are not accredited by the Council for the
 9 Accreditation of Educator Preparation; or
 10 (3) the Association for Advancing Quality in Educator
 11 Preparation standards, for teacher preparation programs
 12 accredited by the Association for Advancing Quality in Educator
 13 Preparation.

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

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

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

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

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

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

41 (m) The department shall approve at least two (2) accreditors that:
 42 (1) accredit teacher preparation programs; and



- 1 (2) are recognized by the Council for Higher Education
 2 Accreditation;
 3 to accredit teacher preparation programs for use in Indiana.
 4 SECTION 8. IC 20-28-3-5.5 IS ADDED TO THE INDIANA CODE
 5 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
 6 1, 2023]: **Sec. 5.5. (a) As used in this section, "bleeding control kit"**
 7 **means a first aid response kit that contains at least the following:**
 8 (1) **One (1) tourniquet endorsed by the Committee on Tactical**
 9 **Combat Casualty Care.**
 10 (2) **A compression bandage.**
 11 (3) **A bleeding control bandage.**
 12 (4) **Protective gloves and a permanent marker.**
 13 (5) **Scissors.**
 14 (6) **Instructional documents developed by the Stop the Bleed**
 15 **national awareness campaign of the United States Department**
 16 **of Homeland Security or the American College of Surgeons**
 17 **Committee on Trauma, or both.**
 18 (7) **Other medical materials and equipment similar to those**
 19 **described in subdivisions (1) through (3), and any additional**
 20 **items that:**
 21 (A) **are approved by local law enforcement or first**
 22 **responders;**
 23 (B) **can adequately treat a traumatic injury; and**
 24 (C) **can be stored in a readily available kit.**
 25 (b) **Not later than July 1, 2024, a teacher preparation program**
 26 **shall include content within the curriculum on the following:**
 27 (1) **Information on criminal gang organizations awareness.**
 28 (2) **Identifying and reporting human trafficking.**
 29 (3) **The use of bleeding control kits.**
 30 (4) **The appropriate use of effective alternatives to physical**
 31 **restraint and seclusion.**
 32 (5) **Information regarding homeless students, including:**
 33 (A) **the definition of homelessness;**
 34 (B) **signs of homelessness; and**
 35 (C) **steps to take when a homeless student is identified.**
 36 (6) **Information on recognizing the signs and symptoms of**
 37 **seizures and the appropriate steps to be taken to respond to**
 38 **these symptoms.**
 39 SECTION 9. IC 20-28-3-7 IS REPEALED [EFFECTIVE JULY 1,
 40 2023]. **Sec. 7. (a) Each school corporation and state accredited**
 41 **nonpublic school shall require all school employees likely to have**
 42 **direct, ongoing contact with children within the scope of the**



1 employee's employment to attend or participate in inservice training
 2 pertaining to the identification and reporting of human trafficking. The
 3 training shall be conducted in a manner prescribed by the state board
 4 under IC 20-28-5.5-1.

5 (b) The inservice training required under this section shall count
 6 toward the requirements for professional development required by the
 7 governing body or the equivalent authority for a state accredited
 8 nonpublic school.

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

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

21 (c) The format of the training required under this section may
 22 include:

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

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

32 (e) The training required under this section shall count toward the
 33 requirements for professional development required by the governing
 34 body of a school corporation or its equivalent for a charter school.

35 (f) The training requirements must be consistent with the training
 36 programs and guidelines developed by the Epilepsy Foundation of
 37 America or a successor organization.

38 SECTION 11. IC 20-28-5-27, AS ADDED BY P.L.168-2022,
 39 SECTION 11, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 40 JULY 1, 2023]: Sec. 27. (a) In an effort to fill a vacant teaching
 41 position, offer a new program or class, or supplement a program
 42 currently being offered, the governing body of a school corporation



1 may issue an adjunct teacher permit to an individual if the following
2 minimum requirements are met:

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

5 (2) The school corporation conducts an expanded criminal history
6 check and expanded child protection index check concerning the
7 individual as required under IC 20-26-5-10.

8 (3) The individual has not been convicted of a felony listed in
9 section 8(c) of this chapter or described in section 8(d) of this
10 chapter or the individual's conviction has been reversed, vacated,
11 or set aside on appeal.

12 However, the governing body may establish stricter requirements than
13 the requirements prescribed by this subsection.

14 (b) If a governing body of a school corporation issues an adjunct
15 teacher permit to an individual under subsection (a):

16 (1) the school corporation may enter into an employment
17 agreement for employment with the individual as a part-time or
18 full-time teacher of the school corporation;

19 (2) the individual who holds the adjunct permit may teach in any
20 content area in which the school corporation allows the individual
21 to teach based on the individual's experience described in
22 subsection (a);

23 (3) the individual must be assigned a teacher mentor for support
24 in pedagogy; and

25 (4) the individual must complete the following training within the
26 first ninety (90) days of employment:

27 (A) IC 20-26-5-34.2 (bullying prevention).

28 (B) IC 20-28-3-4.5 (training on child abuse and neglect).

29 (C) IC 20-28-3-6 (youth suicide awareness and prevention
30 training).

31 (D) ~~IC 20-28-3-7 (training on human trafficking)~~. **Training**
32 **regarding identifying and reporting human trafficking.**

33 **The training described in subdivision (4)(D) may be completed**
34 **through the online platform described in IC 20-19-3-29.**

35 (c) An adjunct teacher may not provide special education
36 instruction.

37 (d) The salary of an adjunct teacher under an employment
38 agreement described in IC 20-28-6-7.3 is not subject to the
39 requirements under IC 20-28-9-1.5 or a local compensation plan
40 established by a school corporation as described in IC 20-28-9-1.5.

41 (e) Except as otherwise provided in a collective bargaining
42 agreement entered into or renewed before July 1, 2022, an employment



1 agreement entered into under this section is not subject to a collective
2 bargaining agreement entered into under IC 20-29.

3 (f) It is not an unfair practice for a school corporation to enter into
4 an employment agreement under this section.

5 (g) Each school corporation that hires an adjunct teacher under this
6 section shall report to the department the following information:

7 (1) The number of adjunct teachers who hold a permit issued
8 under this section that the school corporation has hired each
9 school year, disaggregated by the grade level and subject area
10 taught by the adjunct teacher.

11 (2) The following information for each adjunct teacher described
12 in subdivision (1):

13 (A) The name of the adjunct teacher.

14 (B) The subject matter the adjunct teacher is permitted to
15 teach.

16 (C) A description of the adjunct teacher's experience described
17 in subsection (a)(1).

18 (D) The adjunct teacher's total salary and any other
19 compensation paid to the adjunct teacher during the school
20 year.

21 (E) The number of previous adjunct teaching employment
22 agreements the adjunct teacher has entered into with the
23 school corporation or any other school corporation.

24 (h) A school corporation shall post a vacant adjunct teacher position
25 on the department's online adjunct teacher portal established under
26 IC 20-19-3-25.

27 (i) A school corporation may notify the parents of students enrolled
28 in the school corporation of a vacant adjunct teacher position.

29 (j) The governing body of a school corporation shall announce any
30 vacant adjunct teacher positions at meetings of the governing body.

31 SECTION 12. IC 20-28-5.5-1, AS AMENDED BY P.L.56-2021,
32 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
33 JULY 1, 2023]: Sec. 1. (a) The state board shall determine the timing,
34 frequency, whether training requirements can be combined or merged,
35 and the method of training, including whether the training should be
36 required for purposes of obtaining or renewing a license under
37 IC 20-28-5, or, in consultation with teacher preparation programs (as
38 defined in IC 20-28-3-1(b)), as part of the completion requirements for
39 a teacher preparation program for training required under the following
40 sections:

41 IC 20-26-5-34.2.

42 IC 20-28-3-4.5.



- 1 IC 20-28-3-6.
 2 ~~IC 20-28-3-7.~~
 3 IC 20-34-7-6.
 4 IC 20-34-7-7.
 5 IC 20-34-8-9.

6 However, nothing in this subsection shall be construed to authorize the
 7 state board to suspend or otherwise eliminate training requirements
 8 described in this subsection.

9 (b) In addition to the training described in subsection (a), the
 10 department shall, in a manner prescribed by the state board:

- 11 (1) ensure a teacher has training in:
 12 (A) cardiopulmonary resuscitation that includes a test
 13 demonstration on a mannequin;
 14 (B) removing a foreign body causing an obstruction in an
 15 airway;
 16 (C) the Heimlich maneuver; and
 17 (D) the use of an automated external defibrillator;
 18 (2) ensure a teacher holds a valid certification in each of the
 19 procedures described in subdivision (1) issued by:
 20 (A) the American Red Cross;
 21 (B) the American Heart Association; or
 22 (C) a comparable organization or institution approved by the
 23 state board; or
 24 (3) determine if a teacher has physical limitations that make it
 25 impracticable to complete a course or certification described in
 26 subdivision (1) or (2).

27 The state board shall determine the timing, frequency, whether training
 28 requirements can be combined or merged, and the method of training
 29 or certification, including whether the training or certification should
 30 be required for purposes of obtaining or renewing a license under
 31 IC 20-28-5, or, in consultation with teacher preparation programs (as
 32 defined in IC 20-28-3-1(b)), as part of the completion requirements for
 33 a teacher preparation program. However, the frequency of the training
 34 may not be more frequent and the method of training may not be more
 35 stringent than required in IC 20-28-5-3(c) through IC 20-28-5-3(e), as
 36 in effect on January 1, 2020. Nothing in this subsection shall be
 37 construed to authorize the state board to suspend or otherwise eliminate
 38 training requirements described in this subsection.

39 (c) The state board may recommend to the general assembly, in a
 40 report in an electronic format under IC 5-14-6, to eliminate training
 41 requirements described in subsection (a) or (b).

42 (d) In determining the training requirements for a school



1 corporation, charter school, or state accredited nonpublic school for
2 training required under:

- 3 (1) IC 20-26-5-34.2;
4 (2) IC 20-28-3-4.5; **or**
5 (3) IC 20-28-3-6; **or**
6 ~~(4) IC 20-28-3-7;~~

7 the state board may consider whether a particular teacher received the
8 training described in this subsection as part of the teacher's licensing
9 requirements or at a teacher preparation program when determining
10 whether the particular teacher is required to receive the training by the
11 school corporation, charter school, or state accredited nonpublic
12 school.

13 SECTION 13. IC 20-28-6-2, AS AMENDED BY P.L.168-2022,
14 SECTION 12, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
15 JULY 1, 2023]: Sec. 2. (a) Except as provided under section 7.3 of this
16 chapter, a contract entered into by a teacher and a school corporation
17 must:

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

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

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

- 42 (1) IC 20-28-9-5 through IC 20-28-9-6.



- 1 (2) IC 20-28-9-9 through IC 20-28-9-11.
 2 (3) IC 20-28-9-13.
 3 (4) IC 20-28-9-14.
 4 (d) A governing body shall provide the blank contract forms,
 5 carefully worded by the secretary of education, and have them signed.
 6 The contracts are public records open to inspection by the residents of
 7 each school corporation.
 8 (e) An action may be brought on a contract that conforms with
 9 subsections (a)(1), (a)(2), and (d).
 10 SECTION 14. IC 20-28-6-7.5, AS ADDED BY P.L.90-2011,
 11 SECTION 29, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 12 JULY 1, 2023]: Sec. 7.5. (a) A teacher who is subject to section 8 of
 13 this chapter is not subject to this section.
 14 (b) ~~After June 30, 2011~~, A teacher who:
 15 (1) serves under contract as a teacher in a public school
 16 corporation;
 17 ~~(2) has not received a rating in an evaluation under IC 20-28-11.5~~
 18 ~~or receives a rating of ineffective in an evaluation under~~
 19 ~~IC 20-28-11.5;~~
 20 **(2) either:**
 21 **(A) receives two (2) consecutive ratings of ineffective, as**
 22 **determined by the school corporation, on an annual**
 23 **evaluation under IC 20-28-11.5; or**
 24 **(B) is in the teacher's first or second year of full-time**
 25 **teaching in a classroom; and**
 26 (3) has not at any time before July 1, 2012, entered into a teaching
 27 contract for further service with the school corporation; ~~and~~
 28 ~~(4) has not received three (3) ratings in a five (5) year period of~~
 29 ~~effective or highly effective in an evaluation under IC 20-28-11.5;~~
 30 shall be considered a probationary teacher.
 31 (c) ~~After June 30, 2011~~, A teacher who: ~~receives a rating of:~~
 32 (1) ~~effective; is not a probationary teacher under subsection~~
 33 ~~(b); and~~
 34 (2) ~~highly effective; or enters into a contract described in~~
 35 ~~section 2 of this chapter;~~
 36 (3) ~~a combination of both subdivisions (1) and (2);~~
 37 ~~in an evaluation under IC 20-28-11.5 for at least three (3) years in a~~
 38 ~~five (5) year or shorter period becomes a professional teacher. by~~
 39 ~~entering into a contract described in section 2 of this chapter.~~
 40 (d) A professional teacher who receives a rating of ineffective in an
 41 evaluation under IC 20-28-11.5 shall be considered a probationary
 42 teacher but is not subject to the cancellation of the teacher's contract



1 unless at least one (1) of the following criteria applies:

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

5 (2) The teacher's contract cancellation is due to a justifiable
6 decrease in the number of teaching positions under
7 IC 20-28-7.5-1(b)(3).

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

10 SECTION 15. IC 20-28-7.5-1, AS AMENDED BY P.L.239-2015,
11 SECTION 4, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
12 JULY 1, 2023]: Sec. 1. (a) This chapter applies to a teacher in a school
13 corporation (as defined in IC 20-18-2-16(a)).

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

17 (1) Immorality.

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

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

22 ~~(A) for probationary teachers, receiving an ineffective~~
23 ~~designation on a performance evaluation or receiving two (2)~~
24 ~~consecutive improvement necessary ratings on a performance~~
25 ~~evaluation under IC 20-28-11.5; or~~

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

30 **Repeated ineffective performance, as determined by the**
31 **school corporation.**

32 (4) Neglect of duty.

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

34 (6) Other good or just cause.

35 (c) In addition to the reasons set forth in subsection (b), a
36 probationary teacher's contract may be canceled for any reason relevant
37 to the school corporation's interest in the manner set forth in sections
38 2 through 4 of this chapter.

39 (d) After June 30, 2012, the cancellation of teacher's contracts due
40 to a justifiable decrease in the number of teaching positions shall be
41 determined on the basis of performance rather than seniority. In cases
42 where teachers are placed in the same performance category, any of the



1 items in IC 20-28-9-1.5(b) may be considered.

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

7 SECTION 16. IC 20-28-9-1.5, AS AMENDED BY
8 P.L.178-2022(ts), SECTION 13, IS AMENDED TO READ AS
9 FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 1.5. (a) This subsection
10 governs salary increases for a teacher employed by a school
11 corporation. Compensation attributable to additional degrees or
12 graduate credits earned before the effective date of a local
13 compensation plan created under this chapter before July 1, 2015, shall
14 continue for school years beginning after June 30, 2015. Compensation
15 attributable to additional degrees for which a teacher has started course
16 work before July 1, 2011, and completed course work before
17 September 2, 2014, shall also continue for school years beginning after
18 June 30, 2015. For school years beginning after June 30, 2022, a school
19 corporation may provide a supplemental payment to a teacher in excess
20 of the salary specified in the school corporation's compensation plan.
21 A supplement provided under this subsection is not subject to
22 collective bargaining. ~~but a discussion of the supplement must be held.~~
23 Such a supplement is in addition to any increase permitted under
24 subsection (b).

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

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

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

31 (B) The possession of either:

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

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

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

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

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

41 (c) To provide greater flexibility and options, a school corporation
42 may differentiate the amount of salary increases or increments



1 determined for teachers. A school corporation shall base a
2 differentiated amount under this subsection on reasons the school
3 corporation determines are appropriate, which may include the:

- 4 (1) subject or subjects taught by a given teacher;
- 5 (2) importance of retaining a given teacher at the school
6 corporation;
- 7 (3) need to attract an individual with specific qualifications to fill
8 a teaching vacancy; and
- 9 (4) offering of a new program or class.

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

- 13 (1) reduce the gap between the school corporation's minimum
14 teacher salary and the average of the school corporation's
15 minimum and maximum teacher salaries; or
- 16 (2) allow teachers currently employed by the school corporation
17 to receive a salary adjusted in comparison to starting base salaries
18 of new teachers.

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

27 (f) Subsection (e) does not apply to a teacher in the first two (2) full
28 school years that the teacher provides instruction to students in
29 elementary school or high school. If a teacher provides instruction to
30 students in elementary school or high school in another state, any full
31 school year, or its equivalent in the other state, that the teacher provides
32 instruction counts toward the two (2) full school years under this
33 subsection.

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

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



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

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

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

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

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

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

28 (1) has clearly demonstrated a record of effective teaching over
 29 several years;

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

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

34 SECTION 18. IC 20-28-11.5-3, AS AMENDED BY P.L.172-2011,
 35 SECTION 122, IS AMENDED TO READ AS FOLLOWS
 36 [EFFECTIVE JULY 1, 2023]: Sec. 3. As used in this chapter, "school
 37 corporation" includes:

38 (1) a school corporation;

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

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

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



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

4 SECTION 19. IC 20-28-11.5-4, AS AMENDED BY P.L.150-2020,
5 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
6 JULY 1, 2023]: Sec. 4. (a) Each school corporation shall develop **or**
7 **adopt** a plan for annual performance evaluations for each certificated
8 employee. A school corporation shall implement the plan beginning
9 with the 2012-2013 school year.

10 (b) Instead of developing its own staff performance evaluation plan
11 under subsection (a), a school corporation may adopt a staff
12 performance evaluation plan that meets the requirements set forth in
13 this chapter or any of the following models:

14 (1) A plan using master teachers or contracting with an outside
15 vendor to provide master teachers.

16 (2) The System for Teacher and Student Advancement (TAP).

17 (3) The Peer Assistance and Review Teacher Evaluation System
18 (PAR).

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

20 (1) Performance evaluations for all certificated employees;
21 conducted at least annually.

22 (2) Rigorous measures of effectiveness, including observations
23 and other performance indicators.

24 (3) An annual designation of each certificated employee in one
25 (1) of the following rating categories:

26 (A) Highly effective.

27 (B) Effective.

28 (C) Improvement necessary.

29 (D) Ineffective.

30 (4) An explanation of the evaluator's recommendations for
31 improvement, and the time in which improvement is expected.

32 (5) A provision that a teacher who negatively affects student
33 achievement and growth cannot receive a rating of highly
34 effective or effective.

35 (6) A pre-evaluation planning session conducted by the
36 superintendent or equivalent authority for the school corporation
37 with the principals in the school corporation.

38 (d) In developing a performance evaluation plan, a school
39 corporation may consider the following:

40 (1) Test scores of students (both formative and summative).

41 (2) Classroom presentation observations.

42 (3) Observation of student-teacher interaction.



- 1 (4) Knowledge of subject matter.
 2 (5) Dedication and effectiveness of the teacher through time and
 3 effort on task.
 4 (6) Contributions of teachers through group teacher interactivity
 5 in fulfilling the school improvement plan.
 6 (7) Cooperation of the teacher with supervisors and peers.
 7 (8) Extracurricular contributions of the teacher.
 8 (9) Outside performance evaluations.
 9 (10) Compliance with school corporation rules and procedures.
 10 (11) Other items considered important by the school corporation
 11 in developing each student to the student's maximum intellectual
 12 potential and performance.

13 The state board and the department may recommend additional factors,
 14 but may not require additional factors unless directed to do so by the
 15 general assembly.

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

- 19 (1) Maximizing instructional time.
 20 (2) Student engagement.
 21 (3) Developing student understanding and mastery of lesson
 22 objectives.
 23 (4) Tracking student data and analyzing progress.
 24 (5) Checking for student understanding.

25 (b) A plan under this section must include an annual designation
 26 of each certificated employee in one (1) of the following rating
 27 categories:

- 28 (1) Highly effective.
 29 (2) Effective.
 30 (3) Improvement necessary.
 31 (4) Ineffective.

32 The requirements for designation in each rating category must be
 33 determined by the school corporation.

34 (f) (c) The plan must:

- 35 (1) be in writing; and
 36 (2) be explained to the governing body in a public meeting;
 37 before the evaluations are conducted. Before explaining the plan to the
 38 governing body, the superintendent of the school corporation shall
 39 discuss the plan with teachers or the teachers' representative, if there
 40 is one. This discussion is not subject to the open door law
 41 (IC 5-14-1.5). The plan is not subject to bargaining, but a discussion of
 42 the plan must be held.



1 ~~(g)~~ (d) The evaluator shall discuss the evaluation with the
2 certificated employee.

3 (e) **After a school corporation has assigned an evaluator to**
4 **perform a certificated employee's evaluation, the certificated**
5 **employee may request the school corporation to assign an**
6 **evaluator other than the evaluator assigned to perform the**
7 **certificated employee's evaluation.**

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

14 (b) If a certificated employee receives a rating of ineffective or
15 improvement necessary, **as determined by the school corporation,**
16 the evaluator and the certificated employee shall develop a remediation
17 plan of not more than ninety (90) school days in length to correct the
18 deficiencies noted in the certificated employee's evaluation. The
19 remediation plan must require the use of the certificated employee's
20 license renewal credits in professional development activities intended
21 to help the certificated employee achieve an effective rating, **as**
22 **determined by the school corporation,** on the next performance
23 evaluation. If the principal did not conduct the performance evaluation,
24 the principal may direct the use of the certificated employee's license
25 renewal credits under this subsection.

26 (c) A teacher who receives a rating of ineffective may file a request
27 for a private conference with the superintendent or the superintendent's
28 designee not later than five (5) days after receiving notice that the
29 teacher received a rating of ineffective. The teacher is entitled to a
30 private conference with the superintendent or superintendent's
31 designee.

32 SECTION 21. IC 20-28-11.5-7 IS REPEALED [EFFECTIVE JULY
33 1, 2023]. Sec. 7. (a) This section applies to any teacher instructing
34 students in a content area and grade subject to IC 20-32-5-2 (for a
35 school year ending before July 1, 2018); and IC 20-32-5.1 (for a school
36 year ending after June 30, 2018).

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

41 (c) If a teacher did not instruct students in the school year
42 immediately before the school year in which students are placed in the



1 teacher's class; the teacher's rating under this chapter for the most
 2 recent year in which the teacher instructed students; instead of for the
 3 school year immediately before the school year in which students are
 4 placed in the teacher's class; shall be used in determining whether
 5 subsection (b) applies to the teacher.

6 (d) If it is not possible for a school corporation to comply with this
 7 section; the school corporation must notify the parents of each
 8 applicable student indicating the student will be placed in a classroom
 9 of a teacher who has been rated ineffective under this chapter. The
 10 parent must be notified before the start of the second consecutive
 11 school year.

12 SECTION 22. IC 20-28-11.5-8, AS AMENDED BY P.L.150-2020,
 13 SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 14 JULY 1, 2023]: Sec. 8. (a) To implement this chapter, the state board
 15 shall do the following:

- 16 (1) Adopt rules under IC 4-22-2 that establish
 17 (A) the criteria that define each of the four categories of
 18 teacher ratings under section ~~(4)(c)(3)~~ of this chapter;
 19 (B) standards that define actions that constitute a negative
 20 impact on student achievement; and
 21 (C) an acceptable standard for training evaluators.

22 (2) Work with the department to develop a model plan and release
 23 it to school corporations. Subsequent versions of the model plan
 24 that contain substantive changes must be provided to school
 25 corporations.

26 (3) Work with the department to ensure the availability of
 27 ongoing training on the use of the performance evaluation to
 28 ensure that all evaluators and certificated employees have access
 29 to information on the plan, the plan's implementation, and this
 30 chapter.

31 (b) A school corporation may:

- 32 (1) adopt the department's model plan; or
 33 (2) **adopt or establish** any other **model staff performance**
 34 **evaluation** plan. ~~approved by the department; without the state~~
 35 ~~board's approval.~~

36 (c) ~~A school corporation may substantially modify the model plan~~
 37 ~~or develop the school corporation's own plan; if the substantially~~
 38 ~~modified or developed plan meets the criteria established under this~~
 39 ~~chapter. If a school corporation substantially modifies the model plan~~
 40 ~~or develops its own plan; the department may request that the school~~
 41 ~~corporation submit the plan to the department to ensure the plan meets~~
 42 ~~the criteria developed under this chapter. If the department makes such~~



1 a request, before submitting a substantially modified or new staff
 2 performance evaluation plan to the department, the governing body
 3 shall submit the staff performance evaluation plan to the teachers
 4 employed by the school corporation for a vote. If at least seventy-five
 5 percent (75%) of the voting teachers vote in favor of adopting the staff
 6 performance evaluation plan, the governing body may submit the staff
 7 performance evaluation plan to the department.

8 (d) (c) Each school corporation shall submit its staff performance
 9 evaluation plan to the department. The department shall publish the
 10 staff performance evaluation plans on the department's Internet web
 11 site. A school corporation must submit its staff performance evaluation
 12 plan to the department for approval in order to qualify for any grant
 13 funding related to this chapter. ~~website.~~

14 SECTION 23. IC 20-28-11.5-8.5, AS ADDED BY P.L.213-2015,
 15 SECTION 184, IS AMENDED TO READ AS FOLLOWS
 16 [EFFECTIVE JULY 1, 2023]: Sec. 8.5. A plan for performance
 17 evaluations under this chapter may be discussed, but is not subject to
 18 bargaining. Selection of a performance evaluation model is at the
 19 discretion of the school corporation, but the developed plan must be
 20 reported to the department and the Indiana education employment
 21 relations board in a timely manner, as established by the department.
 22 **Upon request by a school corporation,** the department may review
 23 the **school corporation's** plan for efficacy and the Indiana education
 24 employment relations board may review the plan for legality, and both
 25 may comment to the school corporation. ~~The department shall annually~~
 26 ~~present to the state board of education plans selected by the school~~
 27 ~~corporations. The state board may recommend model plans to school~~
 28 ~~corporations; but shall not mandate any plan.~~

29 SECTION 24. IC 20-28-11.5-9, AS AMENDED BY P.L.41-2022,
 30 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 31 JULY 1, 2023]: Sec. 9. (a) The principal of a school in a school
 32 corporation shall report in the aggregate the results of staff
 33 performance evaluations for the school for the previous school year to
 34 the superintendent and the governing body for the school corporation
 35 before August 15 of each year on the schedule determined by the
 36 governing body. The report must be presented in a public meeting of
 37 the governing body. Before presentation to the governing body, the
 38 superintendent of the school corporation shall discuss the report of
 39 completed evaluations with the teachers. This discussion is not subject
 40 to the open door law (IC 5-14-1.5). The report of completed evaluations
 41 is not subject to bargaining. ~~but a discussion of the report must be held.~~

42 (b) A school corporation annually shall provide the disaggregated



1 results of staff performance evaluations by teacher identification
2 numbers to the department:

- 3 (1) after completing the presentations required under subsection
4 (a) for all schools for the school corporation; and
5 (2) before November 15 of that year.

6 Before November 15 of each year, each charter school (including a
7 virtual charter school) shall provide the disaggregated results of staff
8 performance evaluations by teacher identification numbers to the
9 department.

10 (c) Not before the beginning of the second semester (or the
11 equivalent) of the school year and not later than August 1 of each year,
12 the principal at each school described in subsection (b) shall complete
13 a survey that provides information regarding the principal's assessment
14 of the quality of instruction by each particular teacher preparation
15 program located in Indiana for teachers employed at the school who
16 initially received their teaching license in Indiana in the previous two
17 (2) years. The survey shall be adopted by the state board and prescribed
18 on a form developed not later than July 30, 2016, by the department
19 that is aligned with the matrix system established under
20 IC 20-28-3-1(i). The school shall provide the surveys to the department
21 in a manner prescribed by the department. The department shall
22 compile the information contained in the surveys, broken down by each
23 teacher preparation program located in Indiana. The department shall
24 include information relevant to a particular teacher preparation
25 program located in Indiana in the department's report under subsection
26 (f).

27 (d) During the second semester (or the equivalent) of the school
28 year and not later than August 1 of each year, each teacher employed
29 by a school described in subsection (b) in Indiana who initially
30 received a teacher's license in Indiana in the previous three (3) years
31 shall complete a form after the teacher completes the teacher's initial
32 year teaching at a particular school. The information reported on the
33 form must:

- 34 (1) provide the year in which the teacher was hired by the school;
35 (2) include the name of the teacher preparation program that
36 recommended the teacher for an initial license;
37 (3) describe subjects taught by the teacher;
38 (4) provide the location of different teaching positions held by the
39 teacher since the teacher initially obtained an Indiana teaching
40 license;
41 (5) provide a description of any mentoring the teacher has
42 received while teaching in the teacher's current teaching position;



- 1 (6) describe the teacher's current licensure status; and
 2 (7) include an assessment by the teacher of the quality of
 3 instruction of the teacher preparation program in which the
 4 teacher participated.

5 The form shall be prescribed by the department. The forms shall be
 6 submitted to the department in a manner prescribed by the department.
 7 Upon receipt of the information provided in this subsection, the
 8 department shall compile the information contained in the forms and
 9 include an aggregated summary of the report on the department's
 10 Internet web site.

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

- 14 (1) the aggregate of certificated employees of each school and
 15 school corporation;
 16 (2) the aggregate of graduates of each teacher preparation
 17 program in Indiana;
 18 (3) for each school described in subsection (b), the annual rate of
 19 retention for certificated employees for each school within the
 20 charter school or school corporation; and
 21 (4) the aggregate results of staff performance evaluations for each
 22 category described in section 4(e)(3) of this chapter. In addition
 23 to the aggregate results, the results must be broken down:
 24 (A) by the content area of the initial teacher license received
 25 by teachers upon completion of a particular teacher
 26 preparation program; or
 27 (B) as otherwise requested by a teacher preparation program,
 28 as approved by the state board.

29 (f) Beginning November 1, 2016, and before September 1 of each
 30 year thereafter, the department shall report to each teacher preparation
 31 program in Indiana for teachers with three (3) or fewer years of
 32 teaching experience:

- 33 (1) information from the surveys relevant to that particular teacher
 34 education program provided to the department under subsection
 35 (e);
 36 (2) information from the forms relevant to that particular teacher
 37 preparation program compiled by the department under
 38 subsection (d); and
 39 (3) the results from the most recent school year for which data are
 40 available of staff performance evaluations for each category
 41 described in section 4(e)(3) of this chapter with three (3) or fewer
 42 years of teaching experience for that particular teacher



1 preparation program. The report to the teacher preparation
 2 program under this subdivision shall be in the aggregate form and
 3 shall be broken down by the teacher preparation program that
 4 recommended an initial teaching license for the teacher.

5 SECTION 25. IC 20-29-2-7 IS REPEALED [EFFECTIVE JULY 1,
 6 2023]. Sec. 7. "Discuss" means the performance of the mutual
 7 obligation of the school corporation through its superintendent and the
 8 exclusive representative to meet at reasonable times to:

- 9 (1) discuss;
- 10 (2) provide meaningful input; or
- 11 (3) exchange points of view;

12 with respect to items enumerated in IC 20-29-6-7.

13 SECTION 26. IC 20-29-6-1, AS AMENDED BY P.L.216-2021,
 14 SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 15 JULY 1, 2023]: Sec. 1. (a) School employers and school employees
 16 shall:

- 17 (1) have the obligation and the right to bargain collectively the
- 18 items set forth in section 4 of this chapter; **and**
- 19 (2) have the right and obligation to discuss any item set forth in
- 20 section 7 of this chapter; and
- 21 (3) (2) enter into a contract embodying any of the matters listed
- 22 in section 4 of this chapter on which they have bargained
- 23 collectively.

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

32 SECTION 27. IC 20-29-6-6, AS AMENDED BY P.L.216-2021,
 33 SECTION 24, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 34 JULY 1, 2023]: Sec. 6. (a) The obligation to bargain collectively does
 35 not include the final approval of a contract concerning any items.
 36 Agreements reached through collective bargaining are binding as a
 37 contract only if ratified by the governing body of the school corporation
 38 and the exclusive representative. The obligation to bargain collectively
 39 does not require the school employer or the exclusive representative to
 40 agree to a proposal of the other or to make a concession to the other.

41 (b) This subsection applies to a collective bargaining agreement
 42 ratified after June 30, 2021. A ratified collective bargaining agreement



1 shall include a provision specifying the date on which ~~the public~~
 2 ~~hearing described in section 1(b) of this chapter and~~ the public meeting
 3 described in section 19 of this chapter occurred as well as an attestation
 4 signed by both parties attesting that the ~~public hearing described in~~
 5 ~~section 1(b) of this chapter and~~ the public meeting described in section
 6 19 of this chapter occurred on the dates specified in the ratified
 7 collective bargaining agreement. The governing body shall indicate as
 8 part of the attestation whether governing body members or members of
 9 the public were allowed to participate in the public hearing or public
 10 meeting by means of electronic communication.

11 SECTION 28. IC 20-29-6-7, AS AMENDED BY P.L.168-2022,
 12 SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 13 JULY 1, 2023]: Sec. 7. **(a)** A school employer ~~shall~~ **may** discuss: ~~with~~
 14 ~~the exclusive representative of certificated employees the following~~
 15 ~~items:~~

- 16 (1) Curriculum development and revision.
- 17 (2) Selection of curricular materials.
- 18 (3) Teaching methods.
- 19 (4) Hiring; evaluation; promotion; demotion; transfer; assignment;
- 20 and retention of certificated employees.
- 21 (5) Student discipline.
- 22 (6) Expulsion or supervision of students.
- 23 (7) Pupil/teacher ratio.
- 24 (8) Class size or budget appropriations.
- 25 (9) Safety issues for students and employees in the workplace;
- 26 except those items required to be kept confidential by state or
- 27 federal law.
- 28 (10) Hours.
- 29 (11) Funding for a plan for a remediation program for any subset
- 30 of students enrolled in kindergarten through grade 12.
- 31 (12) The following nonbargainable items under IC 20-43-10-3.5:
- 32 (A) Teacher appreciation grants.
- 33 (B) Individual teacher appreciation grant stipends to teachers.
- 34 (C) Additions to base salary based on teacher appreciation
- 35 grant stipends.
- 36 (13) The pre-evaluation planning session required under
- 37 IC 20-28-11.5-4.
- 38 (14) The superintendent's report to the governing body concerning
- 39 staff performance evaluations required under IC 20-28-11.5-9.
- 40 (15) A teacher performance model.
- 41 (16) The use of adjunct teachers permitted under IC 20-28-5-27.
- 42 (1) with a certificated employee or group of certificated



1 **employees; or**
 2 **(2) at one (1) or more meetings that are open to all certificated**
 3 **employees;**
 4 **any topic that significantly impacts a certificated employee's**
 5 **working conditions or impacts the educational quality of the school**
 6 **employer's students.**

7 **(b) A discussion or meeting under subsection (a) is not subject**
 8 **to the open door law (IC 5-14-1.5).**

9 SECTION 29. 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 30. 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 31. IC 20-29-6-19, AS AMENDED BY P.L.216-2021,
 28 SECTION 25, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 29 JULY 1, 2023]: Sec. 19. (a) ~~In addition to holding at least one (1)~~
 30 ~~public hearing with public testimony as described in section 1(b) of this~~
 31 ~~chapter, the~~ A school employer must conduct a public meeting to
 32 discuss a tentative collective bargaining agreement at least seventy-two
 33 (72) hours before it is ratified by the school employer. A school
 34 employer may allow governing body members or the public to
 35 participate in a public meeting under this section by means of
 36 electronic communication.

37 (b) Notice of the time and the location of the public meeting and a
 38 tentative collective bargaining agreement established under this chapter
 39 must be posted on the school employer's ~~internet web site~~ **website** at
 40 least seventy-two (72) hours prior to the public meeting described in
 41 subsection (a).

42 (c) A school employer must allow for public comment at the



1 meeting at which a tentative collective bargaining agreement is ratified.

2 (d) Not later than fourteen (14) business days after the parties have
3 reached an agreement under this chapter, the school employer shall
4 post the contract upon which the parties have agreed on the school
5 employer's ~~Internet web site:~~ **website.**

6 SECTION 32. IC 20-29-7-1, AS AMENDED BY P.L.48-2011,
7 SECTION 26, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
8 JULY 1, 2023]: Sec. 1. (a) It is an unfair practice for a school employer
9 to do any of the following:

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

12 (2) Dominate, interfere, or assist in the formation or
13 administration of any school employee organization or contribute
14 financial or other support to the organization. Subject to rules
15 adopted by the governing body, a school employer may permit
16 school employees to confer with the school employer or with any
17 school employee organization during working hours without loss
18 of time or pay.

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

21 (A) hiring;

22 (B) tenure of employment; or

23 (C) any term or condition of employment.

24 (4) Discharge or otherwise discriminate against a school
25 employee because the employee has filed a complaint, affidavit,
26 petition, or any information or testimony under this article.

27 (5) Refuse to

28 ~~(A) bargain collectively; or~~

29 ~~(B) discuss;~~

30 with an exclusive representative as required by this article.

31 (6) Fail or refuse to comply with any provision of this article.

32 (b) If:

33 (1) a complaint is filed that alleges an unfair practice has occurred
34 with respect to a subject that may be discussed under this article;
35 and

36 (2) the complaint is found to be frivolous;

37 the party that filed that complaint is liable for costs and attorney's fees.

38 SECTION 33. IC 20-34-3-24 IS REPEALED [EFFECTIVE JULY
39 1, 2023]. Sec. 24: (a) For purposes of this section, "bleeding control
40 kit" means a first aid response kit that contains at least the following:

41 ~~(+) One (+) tourniquet endorsed by the Committee on Tactical~~
42 ~~Combat Casualty Care.~~



- 1 (2) A compression bandage.
 2 (3) A bleeding control bandage.
 3 (4) Protective gloves and a permanent marker.
 4 (5) Scissors.
 5 (6) Instructional documents developed by the Stop the Bleed
 6 national awareness campaign of the United States Department of
 7 Homeland Security or the American College of Surgeons
 8 Committee on Trauma; or both.
 9 (7) Other medical materials and equipment similar to those
 10 described in subdivisions (1) through (3); and any additional
 11 items that:
 12 (A) are approved by local law enforcement or first responders;
 13 (B) can adequately treat a traumatic injury; and
 14 (C) can be stored in a readily available kit.
 15 (b) Beginning in the 2020-2021 school year and each school year
 16 thereafter and subject to either:
 17 (1) an appropriation by the general assembly; or
 18 (2) a charter school or school corporation receiving sufficient
 19 bleeding control kits for the charter school or each school in the
 20 school corporation from:
 21 (A) donations from individuals or entities; or
 22 (B) gifts necessary to purchase the bleeding control kits;
 23 each school corporation and charter school shall develop and
 24 implement a Stop the Bleed program that meets the requirements set
 25 forth in this section. Upon request by a school corporation or charter
 26 school, the department of homeland security, in collaboration with the
 27 department, may direct the school corporation or charter school to
 28 resources that are available to provide bleeding control kits to the
 29 school corporation or charter school. The department of homeland
 30 security and department shall maintain information regarding the Stop
 31 the Bleed program on the department of homeland security's and
 32 department's Internet web sites.
 33 (c) A school corporation's Stop the Bleed program must include
 34 each school of the school corporation. The Stop the Bleed program
 35 must include requirements that:
 36 (1) require bleeding control kits be assigned to designated rooms
 37 in easily accessible locations to be determined by local first
 38 responders or the school safety specialist;
 39 (2) include bleeding control kits in the emergency plans of the
 40 school corporation or charter school; including the presentation
 41 and use of the bleeding control kits in all drills and emergencies;
 42 (3) provide that all school corporations and charter schools have



1 a minimum of five (5) individuals in each school building who
 2 obtain appropriate training in the use of the bleeding control kit;
 3 including:

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

5 (B) the application of dressings or bandages;

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

7 (D) the correct application of tourniquets;

8 (4) require bleeding control kits in school inventories to be
 9 inspected annually to ensure that the materials, supplies, and
 10 equipment contained in the bleeding control kits are not expired;
 11 and that any expired materials, supplies, and equipment are
 12 replaced as necessary; and

13 (5) require a bleeding control kit to be restocked after each use
 14 and any materials, supplies, and equipment to be replaced as
 15 necessary to ensure that the bleeding control kit contains all
 16 necessary materials, supplies, and equipment.

17 (d) The department, in collaboration with the department of
 18 homeland security, shall develop and provide training for the use of
 19 bleeding control kits. The department may satisfy the training
 20 requirements by using training, including online training, available
 21 from the American College of Surgeons or a similar organization
 22 authorized by the department of homeland security.

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

28 SECTION 34. IC 20-43-10-3.5, AS AMENDED BY P.L.165-2021,
 29 SECTION 167, IS AMENDED TO READ AS FOLLOWS
 30 [EFFECTIVE JUNE 29, 2023]: Sec. 3.5. (a) As used in this section,
 31 "school" means a school corporation, charter school, and a virtual
 32 charter school.

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

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

37 (2) directly providing virtual education;

38 were rated as effective or as highly effective, using the most recently
 39 completed teacher ratings.

40 (c) A school may not receive a teacher appreciation grant under this
 41 section unless:

42 (1) the school has in the state fiscal year in which the teacher



- 1 appreciation grants are made under this section:
- 2 (A) adopted an annual policy concerning the distribution of
- 3 teacher appreciation grants; and
- 4 (B) submitted the policy to the department for approval; and
- 5 (2) the department has approved the policy.
- 6 The department shall specify the date by which a policy described in
- 7 subdivision (1) must be submitted to the department.
- 8 (d) The amount of a teacher appreciation grant for a qualifying
- 9 school corporation or virtual charter school is equal to:
- 10 (1) thirty-seven dollars and fifty-cents (\$37.50); multiplied by
- 11 (2) the school's current ADM.
- 12 However, the grant amount for a virtual charter school may not exceed
- 13 the statewide average grant amount.
- 14 (e) The following apply to the distribution of teacher appreciation
- 15 grants:
- 16 (1) If the total amount to be distributed as teacher appreciation
- 17 grants for a particular state fiscal year exceeds the amount
- 18 appropriated by the general assembly for teacher appreciation
- 19 grants for that state fiscal year, the total amount to be distributed
- 20 as teacher appreciation grants to schools shall be proportionately
- 21 reduced so that the total reduction equals the amount of the
- 22 excess. The amount of the reduction for a particular school is
- 23 equal to the total amount of the excess multiplied by a fraction.
- 24 The numerator of the fraction is the amount of the teacher
- 25 appreciation grant that the school would have received if a
- 26 reduction were not made under this section. The denominator of
- 27 the fraction is the total amount that would be distributed as
- 28 teacher appreciation grants to all schools if a reduction were not
- 29 made under this section.
- 30 (2) If the total amount to be distributed as teacher appreciation
- 31 grants for a particular state fiscal year is less than the amount
- 32 appropriated by the general assembly for teacher appreciation
- 33 grants for that state fiscal year, the total amount to be distributed
- 34 as teacher appreciation grants to schools for that particular state
- 35 fiscal year shall be proportionately increased so that the total
- 36 amount to be distributed equals the amount of the appropriation
- 37 for that particular state fiscal year.
- 38 (f) The annual teacher appreciation grant to which a school is
- 39 entitled for a state fiscal year shall be distributed to the school before
- 40 December 5 of that state fiscal year.
- 41 (g) The following apply to a school's policy under subsection (c)
- 42 concerning the distribution of teacher appreciation grants:



- 1 (1) The governing body shall differentiate between a teacher rated
 2 as a highly effective teacher and a teacher rated as an effective
 3 teacher. The policy must provide that the amount of a stipend
 4 awarded to a teacher rated as a highly effective teacher must be
 5 at least twenty-five percent (25%) more than the amount of a
 6 stipend awarded to a teacher rated as an effective teacher.
- 7 (2) The governing body of a school may differentiate between
 8 school buildings.
- 9 (3) A stipend to an individual teacher in a particular year is not
 10 subject to collective bargaining ~~but is discussable~~, and is in
 11 addition to the minimum salary or increases in salary set under
 12 IC 20-28-9-1.5. The governing body may provide that an amount
 13 not exceeding fifty percent (50%) of the amount of a stipend to an
 14 individual teacher in a particular state fiscal year becomes a
 15 permanent part of and increases the base salary of the teacher
 16 receiving the stipend for school years beginning after the state
 17 fiscal year in which the stipend is received. The addition to base
 18 salary is not subject to collective bargaining. ~~but is discussable~~.
- 19 (h) A teacher appreciation grant received by a school shall be
 20 allocated among and used only to pay cash stipends to all licensed
 21 teachers employed in the classroom who are rated as effective or as
 22 highly effective and employed by the school as of December 1. A
 23 school may allocate up to twenty percent (20%) of the grant received
 24 by the school to provide a supplemental award to teachers with less
 25 than five (5) years of service who are rated as effective or as highly
 26 effective. The supplemental award is in addition to the award made
 27 from the part of the grant that is allocated to all eligible teachers.
- 28 (i) The lead school corporation or interlocal cooperative
 29 administering a cooperative or other special education program or
 30 administering a career and technical education program, including
 31 programs managed under IC 20-26-10, IC 20-35-5, IC 20-37, or
 32 IC 36-1-7, shall award teacher appreciation grant stipends to and carry
 33 out the other responsibilities of an employing school corporation under
 34 this section for the teachers in the special education program or career
 35 and technical education program.
- 36 (j) A school shall distribute all stipends from a teacher appreciation
 37 grant to individual teachers within twenty (20) business days of the
 38 date the department distributes the teacher appreciation grant to the
 39 school. Any part of the teacher appreciation grant not distributed as
 40 stipends to teachers before February must be returned to the
 41 department on the earlier of the date set by the department or June 30
 42 of that state fiscal year.



1 (k) The department, after review by the budget committee, may
 2 waive the December 5 deadline under subsection (f) to distribute an
 3 annual teacher appreciation grant to the school under this section for
 4 that state fiscal year and approve an extension of that deadline to a later
 5 date within that state fiscal year, if the department determines that a
 6 waiver and extension of the deadline are in the public interest.

7 (l) The state board may adopt rules under IC 4-22-2, including
 8 emergency rules in the manner provided in IC 4-22-2-37.1, as
 9 necessary to implement this section.

10 (m) This section expires June 30, 2023.

11 SECTION 35. IC 20-50-1-3 IS REPEALED [EFFECTIVE JULY 1,
 12 2023]. Sec. 3: (a) Every local educational agency, regardless of whether
 13 it receives a McKinney-Vento Act grant, is required to designate a
 14 local liaison under 42 U.S.C. 11432.

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

- 17 (1) school staff;
- 18 (2) district personnel;
- 19 (3) shelter workers; and
- 20 (4) other service providers:

21 (c) The local liaison coordinates services to ensure the following:

- 22 (1) Homeless children and youths are identified by school
 23 personnel through outreach and coordination activities with other
 24 entities and agencies pursuant to the McKinney-Vento Act;
- 25 (2) Homeless children and youths are enrolled in, and have full
 26 and equal opportunity to succeed in, school;
- 27 (3) Homeless families and homeless children and youths are
 28 provided access to receive education services for which the
 29 homeless families and homeless children and youths are eligible;
 30 including Head Start, early intervention services under the
 31 Individuals with Disabilities Education Act, and preschool
 32 programs administered by the local educational agency;
- 33 (4) Homeless families and homeless children and youths are
 34 referred to health, dental, mental health, and substance abuse
 35 services; housing services; and other appropriate services;
- 36 (5) Parents or guardians of homeless children and youths are
 37 informed of educational and related opportunities available to the
 38 children and are provided with meaningful opportunities to
 39 participate in the education of the children;
- 40 (6) Public notice of educational rights of homeless students is
 41 disseminated in locations frequented by parents and guardians of
 42 homeless children and youths; and unaccompanied youths;



1 including in schools; shelters; public libraries; and soup kitchens;
 2 in a manner and form understandable to the parents and guardians
 3 of homeless children and youths and unaccompanied youths:

4 (7) Enrollment disputes are mediated in accordance with the
 5 McKinney-Vento Act:

6 (8) Parents and guardians of homeless children and youths and
 7 unaccompanied youths are fully informed of all transportation
 8 services, including transportation to and from the school of origin;
 9 and are assisted in accessing transportation services:

10 (9) School personnel receive professional development and other
 11 support:

12 (10) Unaccompanied youths:

13 (A) are enrolled in school;

14 (B) have opportunities to meet the same state academic
 15 standards as established for other children and youths; and

16 (C) are informed of the status of unaccompanied youths as
 17 independent students under section 40 of the Higher Education
 18 Act of 1965 (20 U.S.C. 1087vv); to ensure the rights of
 19 unaccompanied youths to receive verification of this status
 20 from the local liaison:

21 SECTION 36. IC 20-50-1-6 IS REPEALED [EFFECTIVE JULY 1,
 22 2023]. Sec. 6: (a) Each year, the department shall provide training to
 23 individuals who are appointed under section 3 of this chapter as
 24 liaisons for homeless children:

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

29 (1) the definition of homelessness;

30 (2) signs of homelessness; and

31 (3) steps to take when a homeless student is identified:

32 (c) The local educational agency shall provide professional
 33 development training to specialized instructional support personnel that
 34 is designed to heighten the understanding and sensitivity of the
 35 personnel to:

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

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

39 (3) the specific educational needs of homeless children and
 40 youths:

41 SECTION 37. IC 31-36-3-4, AS ADDED BY P.L.211-2019,
 42 SECTION 40, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE



1 JULY 1, 2023]: Sec. 4. (a) As used in this section, "homeless youth"
2 means an individual who:

3 (1) is:

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

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

6 (2) is unemancipated;

7 (3) is mentally competent; and

8 (4) lives in a situation described in 42 U.S.C. 11434a(2)(A) and

9 42 U.S.C. 11434a(2)(B) with or without the consent of the
10 individual's parent, guardian, or custodian.

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

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

16 (A) certificate of birth;

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

18 (C) Indiana driver's license; and

19 (2) be permitted to enroll the homeless youth in adult basic
20 education services and register the homeless youth for the Indiana
21 high school equivalency examination following the completion of
22 an exit interview by the homeless youth under IC 20-33-2-9.

23 (c) A fee and consent waiver affidavit executed under this
24 subsection shall contain the following:

25 (1) The homeless youth's:

26 (A) full name; and

27 (B) date of birth.

28 (2) The name, address, and telephone number of the government
29 entity, school corporation liaison for homeless youth, ~~under~~
30 ~~IC 20-50-1-3~~, or nonprofit organization that:

31 (A) is providing services to the homeless youth; and

32 (B) will accept delivery of mail for the homeless youth.

33 (3) The name of the legal representative of the government entity,
34 school corporation liaison for homeless youth, ~~under~~
35 ~~IC 20-50-1-3~~, or nonprofit organization described in subdivision
36 (2).

37 (4) The signature of the legal representative described in
38 subdivision (3) and the date of the signature.

39 (5) The signature of the homeless youth and the date of the
40 signature.

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



1 SECTION 38. IC 34-30-2.1-281 IS REPEALED [EFFECTIVE
2 JULY 1, 2023]. ~~Sec. 281. IC 20-34-3-24~~ (Concerning the use of
3 bleeding control kits by school employees).
4 SECTION 39. [EFFECTIVE UPON PASSAGE] **(a) The legislative**
5 **council is urged to assign to the appropriate interim study**
6 **committee, during the 2023 legislative interim, the task of studying**
7 **current school assessments in an effort to reduce and streamline**
8 **assessments for Indiana students.**
9 **(b) This SECTION expires January 1, 2024.**
10 SECTION 40. An emergency is declared for this act.



COMMITTEE REPORT

Madam President: The Senate Committee on Education and Career Development, to which was referred Senate Bill No. 486, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said bill be AMENDED as follows:

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

"SECTION 1. IC 5-14-1.5-6.1, AS AMENDED BY P.L.197-2021, SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 6.1. (a) As used in this section, "public official" means a person:

- (1) who is a member of a governing body of a public agency; or
- (2) whose tenure and compensation are fixed by law and who executes an oath.

(b) Executive sessions may be held only in the following instances:

- (1) Where authorized by federal or state statute.
- (2) For discussion of strategy with respect to any of the following:
 - (A) Collective bargaining, **which does not include a discussion or meeting under IC 20-29-6-7.**
 - (B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause, "litigation" includes any judicial action or administrative law proceeding under federal or state law.
 - (C) The implementation of security systems.
 - (D) A real property transaction including:
 - (i) a purchase;
 - (ii) a lease as lessor;
 - (iii) a lease as lessee;
 - (iv) a transfer;
 - (v) an exchange; or
 - (vi) a sale;

by the governing body up to the time a contract or option is executed by the parties. This clause does not affect a political subdivision's duty to comply with any other statute that governs the conduct of the real property transaction, including IC 36-1-10 or IC 36-1-11.

(E) School consolidation.

However, all such strategy discussions must be necessary for competitive or bargaining reasons and may not include competitive or bargaining adversaries.



(3) For discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems.

(4) Interviews and negotiations with industrial or commercial prospects or agents of industrial or commercial prospects by:

- (A) the Indiana economic development corporation;
- (B) the office of tourism development (before July 1, 2020) or the Indiana destination development corporation (after June 30, 2020);
- (C) the Indiana finance authority;
- (D) the ports of Indiana;
- (E) an economic development commission;
- (F) the Indiana state department of agriculture;
- (G) the Indiana White River state park development commission;
- (H) a local economic development organization that is a nonprofit corporation established under state law whose primary purpose is the promotion of industrial or business development in Indiana, the retention or expansion of Indiana businesses, or the development of entrepreneurial activities in Indiana; or
- (I) a governing body of a political subdivision.

However, this subdivision does not apply to any discussions regarding research that is prohibited under IC 16-34.5-1-2 or under any other law.

(5) To receive information about and interview prospective employees.

(6) With respect to any individual over whom the governing body has jurisdiction:

- (A) to receive information concerning the individual's alleged misconduct; and
- (B) to discuss, before a determination, the individual's status as an employee, a student, or an independent contractor who is:
 - (i) a physician; or
 - (ii) a school bus driver.

(7) For discussion of records classified as confidential by state or federal statute.

(8) To discuss before a placement decision an individual student's abilities, past performance, behavior, and needs.

(9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget



process.

(10) When considering the appointment of a public official, to do the following:

- (A) Develop a list of prospective appointees.
- (B) Consider applications.
- (C) Make one (1) initial exclusion of prospective appointees from further consideration.

Notwithstanding IC 5-14-3-4(b)(12), a governing body may release and shall make available for inspection and copying in accordance with IC 5-14-3-3 identifying information concerning prospective appointees not initially excluded from further consideration. An initial exclusion of prospective appointees from further consideration may not reduce the number of prospective appointees to fewer than three (3) unless there are fewer than three (3) prospective appointees. Interviews of prospective appointees must be conducted at a meeting that is open to the public.

(11) To train school board members with an outside consultant about the performance of the role of the members as public officials.

(12) To prepare or score examinations used in issuing licenses, certificates, permits, or registrations under IC 25.

(13) To discuss information and intelligence intended to prevent, mitigate, or respond to the threat of terrorism.

(14) To train members of a board of aviation commissioners appointed under IC 8-22-2 or members of an airport authority board appointed under IC 8-22-3 with an outside consultant about the performance of the role of the members as public officials. A board may hold not more than one (1) executive session per calendar year under this subdivision.

(15) For discussion by the governing body of a state educational institution of:

- (A) the assessment of; or
- (B) negotiation with another entity concerning;

the establishment of a collaborative relationship or venture to advance the research, engagement, or education mission of the state educational institution. However, this subdivision does not apply to any discussions regarding research that is prohibited under IC 16-34.5-1-2 or under any other law.

(c) A final action must be taken at a meeting open to the public.

(d) Public notice of executive sessions must state the subject matter by specific reference to the enumerated instance or instances for which



executive sessions may be held under subsection (b). The requirements stated in section 4 of this chapter for memoranda and minutes being made available to the public is modified as to executive sessions in that the memoranda and minutes must identify the subject matter considered by specific reference to the enumerated instance or instances for which public notice was given. The governing body shall certify by a statement in the memoranda and minutes of the governing body that no subject matter was discussed in the executive session other than the subject matter specified in the public notice.

(e) A governing body may not conduct an executive session during a meeting, except as otherwise permitted by applicable statute. A meeting may not be recessed and reconvened with the intent of circumventing this subsection."

Page 11, line 27, reset in roman "(D)".

Page 11, line 27, after "trafficking." insert **"Training regarding identifying and reporting human trafficking.**

The training described in subdivision (4)(D) may be completed through the online platform described in IC 20-19-3-29."

Page 16, delete line 42.

Delete pages 17 through 18.

Page 19, delete lines 1 through 16, begin a new paragraph and insert:

"SECTION 16. IC 20-28-9-1.5, AS AMENDED BY P.L.178-2022(ts), SECTION 13, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 1.5. (a) This subsection governs salary increases for a teacher employed by a school corporation. Compensation attributable to additional degrees or graduate credits earned before the effective date of a local compensation plan created under this chapter before July 1, 2015, shall continue for school years beginning after June 30, 2015. Compensation attributable to additional degrees for which a teacher has started course work before July 1, 2011, and completed course work before September 2, 2014, shall also continue for school years beginning after June 30, 2015. For school years beginning after June 30, 2022, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan. A supplement provided under this subsection is not subject to collective bargaining. ~~but a discussion of the supplement must be held.~~ Such a supplement is in addition to any increase permitted under subsection (b).

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

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

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

(B) The possession of either:

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

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

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

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

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

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

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

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

(3) need to attract an individual with specific qualifications to fill a teaching vacancy; and

(4) offering of a new program or class.

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

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

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

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



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

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

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

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

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

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

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

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

Page 21, between lines 18 and 19, begin a new paragraph and insert:

"(b) A plan under this section must include an annual designation of each certificated employee in one (1) of the following rating categories:



- (1) Highly effective.
- (2) Effective.
- (3) Improvement necessary.
- (4) Ineffective.

The requirements for designation in each rating category must be determined by the school corporation."

Page 21, line 19, delete "(b)" and insert "(c)".

Page 21, line 28, delete "(c)" and insert "(d)".

Page 21, between lines 29 and 30, begin a new paragraph and insert:

"(e) After a school corporation has assigned an evaluator to perform a certificated employee's evaluation, the certificated employee may request the school corporation to assign an evaluator other than the evaluator assigned to perform the certificated employee's evaluation."

Page 21, line 36, delete "ineffective," and insert "ineffective".

Page 21, line 36, reset in roman "or".

Page 21, line 37, reset in roman "improvement necessary,".

Page 23, delete lines 36 through 42, begin a new paragraph and insert:

"SECTION 23. IC 20-28-11.5-8.5, AS ADDED BY P.L.213-2015, SECTION 184, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 8.5. ~~A plan for performance evaluations under this chapter may be discussed, but is not subject to bargaining. Selection of a performance evaluation model is at the discretion of the school corporation, but the developed plan must be reported to the department and the Indiana education employment relations board in a timely manner, as established by the department. Upon request by a school corporation, the department may review the school corporation's plan for efficacy and the Indiana education employment relations board may review the plan for legality, and both may comment to the school corporation. The department shall annually present to the state board of education plans selected by the school corporations. The state board may recommend model plans to school corporations, but shall not mandate any plan.~~"

Page 24, delete lines 1 through 6.

Page 26, delete lines 25 through 36, begin a new paragraph and insert:

"SECTION 25. IC 20-29-2-7 IS REPEALED [EFFECTIVE JULY 1, 2023]. Sec. 7. "Discuss" means the performance of the mutual obligation of the school corporation through its superintendent and the exclusive representative to meet at reasonable times to:

- (+) discuss;



- (2) provide meaningful input; or
- (3) exchange points of view;

with respect to items enumerated in IC 20-29-6-7".

Page 26, line 39, strike "(a)".

Page 27, strike lines 6 through 13.

Page 27, delete lines 14 through 42, begin a new paragraph and insert:

"SECTION 27. IC 20-29-6-6, AS AMENDED BY P.L.216-2021, SECTION 24, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 6. (a) The obligation to bargain collectively does not include the final approval of a contract concerning any items. Agreements reached through collective bargaining are binding as a contract only if ratified by the governing body of the school corporation and the exclusive representative. The obligation to bargain collectively does not require the school employer or the exclusive representative to agree to a proposal of the other or to make a concession to the other.

(b) This subsection applies to a collective bargaining agreement ratified after June 30, 2021. A ratified collective bargaining agreement shall include a provision specifying the date on which ~~the public hearing described in section 1(b) of this chapter and~~ the public meeting described in section 19 of this chapter occurred as well as an attestation signed by both parties attesting that the ~~public hearing described in section 1(b) of this chapter and~~ the public meeting described in section 19 of this chapter occurred on the dates specified in the ratified collective bargaining agreement. The governing body shall indicate as part of the attestation whether governing body members or members of the public were allowed to participate in the public hearing or public meeting by means of electronic communication.

SECTION 28. IC 20-29-6-7, AS AMENDED BY P.L.168-2022, SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 7. (a) A school employer ~~shall~~ **may** discuss: ~~with the exclusive representative of certificated employees the following items:~~

- (1) Curriculum development and revision.
- (2) Selection of curricular materials.
- (3) Teaching methods.
- (4) Hiring; evaluation; promotion; demotion; transfer; assignment; and retention of certificated employees.
- (5) Student discipline.
- (6) Expulsion or supervision of students.
- (7) Pupil/teacher ratio.
- (8) Class size or budget appropriations.



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

(10) Hours:

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

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

(A) Teacher appreciation grants:

(B) Individual teacher appreciation grant stipends to teachers:

(C) Additions to base salary based on teacher appreciation grant stipends:

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

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

(15) A teacher performance model:

(16) The use of adjunct teachers permitted under IC 20-28-5-27:

(1) with a certificated employee or group of certificated employees; or

(2) at one (1) or more meetings that are open to all certificated employees;

any topic that significantly impacts a certificated employee's working conditions or impacts the educational quality of the school employer's students.

(b) A discussion or meeting under subsection (a) is not subject to the open door law (IC 5-14-1.5)."

Page 28, delete lines 1 through 8.

Page 28, between lines 26 and 27, begin a new paragraph and insert:

"SECTION 31. IC 20-29-6-19, AS AMENDED BY P.L.216-2021, SECTION 25, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2023]: Sec. 19. (a) ~~In addition to holding at least one (1) public hearing with public testimony as described in section 1(b) of this chapter, the A~~ school employer must conduct a public meeting to discuss a tentative collective bargaining agreement at least seventy-two (72) hours before it is ratified by the school employer. A school employer may allow governing body members or the public to participate in a public meeting under this section by means of electronic communication.

(b) Notice of the time and the location of the public meeting and a tentative collective bargaining agreement established under this chapter must be posted on the school employer's ~~Internet web site~~ website at least seventy-two (72) hours prior to the public meeting described in



subsection (a).

(c) A school employer must allow for public comment at the meeting at which a tentative collective bargaining agreement is ratified.

(d) Not later than fourteen (14) business days after the parties have reached an agreement under this chapter, the school employer shall post the contract upon which the parties have agreed on the school employer's ~~Internet web site:~~ **website.**"

Page 31, delete lines 7 through 42, begin a new paragraph and insert:

"SECTION 34. IC 20-43-10-3.5, AS AMENDED BY P.L. 165-2021, SECTION 167, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JUNE 29, 2023]: Sec. 3.5. (a) As used in this section, "school" means a school corporation, charter school, and a virtual charter school.

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

- (1) employed in the classroom by the school; or
- (2) directly providing virtual education;

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

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

- (1) the school has in the state fiscal year in which the teacher appreciation grants are made under this section:
 - (A) adopted an annual policy concerning the distribution of teacher appreciation grants; and
 - (B) submitted the policy to the department for approval; and
- (2) the department has approved the policy.

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

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

- (1) thirty-seven dollars and fifty-cents (\$37.50); multiplied by
- (2) the school's current ADM.

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

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

- (1) If the total amount to be distributed as teacher appreciation grants for a particular state fiscal year exceeds the amount appropriated by the general assembly for teacher appreciation



grants for that state fiscal year, the total amount to be distributed as teacher appreciation grants to schools shall be proportionately reduced so that the total reduction equals the amount of the excess. The amount of the reduction for a particular school is equal to the total amount of the excess multiplied by a fraction. The numerator of the fraction is the amount of the teacher appreciation grant that the school would have received if a reduction were not made under this section. The denominator of the fraction is the total amount that would be distributed as teacher appreciation grants to all schools if a reduction were not made under this section.

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

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

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

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

(2) The governing body of a school may differentiate between school buildings.

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



(h) A teacher appreciation grant received by a school shall be allocated among and used only to pay cash stipends to all licensed teachers employed in the classroom who are rated as effective or as highly effective and employed by the school as of December 1. A school may allocate up to twenty percent (20%) of the grant received by the school to provide a supplemental award to teachers with less than five (5) years of service who are rated as effective or as highly effective. The supplemental award is in addition to the award made from the part of the grant that is allocated to all eligible teachers.

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

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

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

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

(m) This section expires June 30, 2023."

Delete page 32.

Page 33, delete lines 1 through 32.

Re-number all SECTIONS consecutively.

and when so amended that said bill do pass and be reassigned to the Senate Committee on Appropriations.

(Reference is to SB 486 as introduced.)

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RAATZ, Chairperson

Committee Vote: Yeas 7, Nays 6.

