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

Synopsis: Minimum teacher salary. Provides that, for a school year beginning after June 30, 2021, the minimum annual salary for a full-time teacher employed by a school corporation may not be less than $50,000. Provides that each full-time teacher employed by a school corporation shall receive a bonus of $1,000, not based on performance, from the school corporation for hardships related to teaching during the 2020-2021 school year due to the coronavirus disease (COVID-19).

Effective: July 1, 2020 (retroactive).
HOUSE BILL No. 1343

A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

   SECTION 1. IC 20-28-9-1.5, AS AMENDED BY P.L.211-2019, SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2020 (RETROACTIVE)]: 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. A school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan under any of the following circumstances:

   (1) The teacher:

   (A) teaches an advanced placement course or a Cambridge
International course; or
(B) has earned a master's degree from an accredited
postsecondary educational institution in a content area directly
related to the subject matter of:
   (i) a dual credit course; or
   (ii) another course;
taught by the teacher.
(2) Beginning after June 30, 2018, the teacher:
   (A) is a special education professional; or
   (B) teaches in the areas of science, technology, engineering, or
        mathematics.
(3) Beginning after June 30, 2019, the teacher teaches a career or
teaching education course.
In addition, a supplemental payment may be made to an elementary
school teacher who earns a master's degree in math, reading, or
literacy. A supplement provided under this subsection is not subject to
collective bargaining, but a discussion of the supplement must be held.
Such a supplement is in addition to any increase permitted under
subsection (b).
(b) Increases or increments in a local salary range must be based
upon a combination of the following factors:
(1) A combination of the following factors taken together may
account for not more than 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 under subsection (b)(4). A school corporation
shall base a differentiated amount under this subsection on any
academic needs the school corporation determines are appropriate,
which may include the:
   (1) subject or subjects, including the subjects described in
subsection (a)(2), taught by a given teacher;
(2) importance of retaining a given teacher at the school
corporation; and
(3) need to attract an individual with specific qualifications to fill
a teaching vacancy.
(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 by 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.

(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. For a school
year beginning after June 30, 2021, the minimum annual salary for
a full-time teacher employed by a school corporation may not be
less than fifty thousand dollars ($50,000).

(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) This subsection expires July 1, 2021. Each full-time teacher
employed by a school corporation shall receive a bonus of one
thousand dollars ($1,000), not based on performance, from the
school corporation for hardships related to teaching during the
2020-2021 school year due to the coronavirus disease (COVID-19).

SECTION 2. An emergency is declared for this act.