



February 2, 2018

SENATE BILL No. 387

DIGEST OF SB 387 (Updated January 31, 2018 6:29 pm - DI 110)

Citations Affected: IC 20-28.

Synopsis: Teacher licensing. Provides that at least 90% of the individuals who teach full time in a public school must hold a license or be in the process of obtaining a transition to teaching license. Provides that the department of education (department) may grant an initial practitioner license to an individual who: (1) took the content area examination twice and did not pass; (2) received a score that is not more than 10% lower than the passing score for the examination; (3) has been hired by a school corporation; and (4) meets certain other requirements. Provides that a school corporation may, for open teaching positions in the school corporation each school year, hire not more than 10% of individuals who meet the requirements to be eligible for an initial practitioner license without passing the content area examination. Requires a school corporation to notify the department if
(Continued next page)

Effective: July 1, 2018.

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

January 8, 2018, read first time and referred to Committee on Education and Career Development.
February 1, 2018, amended, reported favorably — Do Pass.

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Digest Continued

the school corporation hires an individual who is eligible for an initial practitioner license without passing the content area examination. Requires an individual who receives an initial practitioner license without passing the content area examination to participate in and successfully complete the Indiana mentor and assessment program. Establishes requirements for renewal of an initial practitioner license for an individual who did not pass the content area examination. Provides that, to be eligible for a workplace specialist I license or a workplace specialist II license, an applicant must intend to be employed in the areas of science, technology, engineering, math, special education, career counseling, or any other career or technical area. Provides that the department may not grant a workplace specialist I license or a workplace specialist II license to an applicant for certain areas unless a superintendent or principal of a school at which the applicant intends to teach requests the department to issue the workplace specialist I license or a workplace specialist II license for the applicant. Provides that an applicant may not obtain a proficient practitioner license unless the applicant has passed the approved content area examination in the subject matter area in which the applicant intends to teach. Provides that, for school years beginning after June 30, 2018, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan if the teacher: (1) is a special education teacher; or (2) teaches in the areas of science, technology, engineering, or mathematics. Provides that the supplemental payment is not subject to collective bargaining but must be discussed. Requires the department to post on the department's Internet web site the pass rate of the content area examination for each postsecondary educational institution.

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February 2, 2018

Second Regular Session 120th General Assembly (2018)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2017 Regular Session of the General Assembly.

SENATE BILL No. 387

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

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

- 1 SECTION 1. IC 20-28-4-6, AS AMENDED BY P.L.90-2011,
2 SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2018]: Sec. 6. The department shall grant an initial
4 practitioner license to a program participant who does the following:
5 (1) Successfully completes the requirements of the program.
6 (2) Demonstrates proficiency through a written examination in:
7 (A) basic reading, writing, and mathematics; **and**
8 (B) pedagogy; ~~and~~
9 (C) knowledge of the areas in which the program participant
10 is required to have a license to teach;
11 under IC 20-28-5-12(b).
12 (3) **Unless the program participant is granted a license under**
13 **IC 20-28-5-12(c), passes the state board approved content**
14 **area examination in the subject area in which the individual**
15 **intends to teach.**
16 (4) Participates successfully in a beginning teacher residency
17 program that includes implementation in a classroom of the

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1 teaching skills learned in the program.

2 ~~(4)~~ **(5)** Receives a successful assessment of teaching skills upon
 3 completion of the beginning teacher residency program under
 4 subdivision ~~(3)~~ **(4)** from the administrator of the school where the
 5 beginning teacher residency program takes place, or, if the
 6 program participant does not receive a successful assessment,
 7 continues participating in the beginning teacher residency
 8 program.

9 SECTION 2. IC 20-28-5-1.5 IS ADDED TO THE INDIANA CODE
 10 AS A **NEW SECTION TO READ AS FOLLOWS** [EFFECTIVE JULY
 11 1, 2018]: **Sec. 1.5. (a) At least ninety percent (90%) of the**
 12 **individuals who teach full time in a public school must either:**

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

15 **(A) this chapter; or**

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

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

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

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

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

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

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

29 SECTION 3. IC 20-28-5-3, AS AMENDED BY P.L.85-2017,
 30 SECTION 79, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 31 JULY 1, 2018]: **Sec. 3. (a) Subject to section 12 of this chapter,** the
 32 department shall designate the grade point average required for each
 33 type of license.

34 **(b) The department shall determine details of licensing not provided**
 35 **in this chapter, including requirements regarding the following:**

36 **(1) The conversion of one (1) type of license into another.**

37 **(2) The accreditation of teacher education schools and**
 38 **departments.**

39 **(3) The exchange and renewal of licenses.**

40 **(4) The endorsement of another state's license.**

41 **(5) The acceptance of credentials from teacher education**
 42 **institutions of another state.**



- 1 (6) The academic and professional preparation for each type of
2 license.
- 3 (7) The granting of permission to teach a high school subject area
4 related to the subject area for which the teacher holds a license.
- 5 (8) The issuance of licenses on credentials.
- 6 (9) The type of license required for each school position.
- 7 (10) The size requirements for an elementary school requiring a
8 licensed principal.
- 9 (11) Any other related matters.
- 10 The department shall establish at least one (1) system for renewing a
11 teaching license that does not require a graduate degree.
- 12 (c) This subsection does not apply to an applicant for a substitute
13 teacher license or to an individual granted a license under section 18
14 of this chapter. After June 30, 2011, the department may not issue an
15 initial practitioner license at any grade level to an applicant for an
16 initial practitioner license unless the applicant shows evidence that the
17 applicant:
- 18 (1) has successfully completed training approved by the
19 department in:
- 20 (A) cardiopulmonary resuscitation that includes a test
21 demonstration on a mannequin;
- 22 (B) removing a foreign body causing an obstruction in an
23 airway;
- 24 (C) the Heimlich maneuver; and
- 25 (D) the use of an automated external defibrillator;
- 26 (2) holds a valid certification in each of the procedures described
27 in subdivision (1) issued by:
- 28 (A) the American Red Cross;
- 29 (B) the American Heart Association; or
- 30 (C) a comparable organization or institution approved by the
31 state board; or
- 32 (3) has physical limitations that make it impracticable for the
33 applicant to complete a course or certification described in
34 subdivision (1) or (2).
- 35 The training in this subsection applies to a teacher (as defined in
36 IC 20-18-2-22(b)).
- 37 (d) This subsection does not apply to an applicant for a substitute
38 teacher license or to an individual granted a license under section 18
39 of this chapter. After June 30, 2013, the department may not issue an
40 initial teaching license at any grade level to an applicant for an initial
41 teaching license unless the applicant shows evidence that the applicant
42 has successfully completed education and training on the prevention of



1 child suicide and the recognition of signs that a student may be
2 considering suicide.

3 (e) This subsection does not apply to an applicant for a substitute
4 teacher license. After June 30, 2012, the department may not issue a
5 teaching license renewal at any grade level to an applicant unless the
6 applicant shows evidence that the applicant:

7 (1) has successfully completed training approved by the
8 department in:

9 (A) cardiopulmonary resuscitation that includes a test
10 demonstration on a mannequin;

11 (B) removing a foreign body causing an obstruction in an
12 airway;

13 (C) the Heimlich maneuver; and

14 (D) the use of an automated external defibrillator;

15 (2) holds a valid certification in each of the procedures described
16 in subdivision (1) issued by:

17 (A) the American Red Cross;

18 (B) the American Heart Association; or

19 (C) a comparable organization or institution approved by the
20 state board; or

21 (3) has physical limitations that make it impracticable for the
22 applicant to complete a course or certification described in
23 subdivision (1) or (2).

24 (f) The department shall periodically publish bulletins regarding:

25 (1) the details described in subsection (b);

26 (2) information on the types of licenses issued;

27 (3) the rules governing the issuance of each type of license; and

28 (4) other similar matters.

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

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

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

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

38 (1) demonstrated proficiency in the following areas on a written
39 examination or through other procedures prescribed by the
40 department in the areas of:

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

42 (2) (B) pedagogy; and



- 1 (3) Knowledge of the areas in which the individual is required
2 to have a license to teach.
- 3 (4) (C) if the individual is seeking to be licensed as an
4 elementary school teacher, comprehensive scientifically based
5 reading instruction skills, including:
- 6 (A) (i) phonemic awareness;
7 (B) (ii) phonics instruction;
8 (C) (iii) fluency;
9 (D) (iv) vocabulary; and
10 (E) (v) comprehension; and
- 11 (2) except as provided under subsection (c), passed the state
12 board approved content area examination in the subject area
13 in which the individual intends to teach.
- 14 (c) The department may grant an initial practitioner license to
15 an individual who meets the requirements under subsection (b)(1)
16 and does not meet the requirement under subsection (b)(2) if the
17 individual has:
- 18 (1) achieved a cumulative grade point average of at least 3.0
19 on a 4.0 scale in teacher preparation program courses in the
20 subject area in which the individual intends to teach, as
21 determined by the accredited postsecondary educational
22 institution;
- 23 (2) successfully completed student teaching;
- 24 (3) taken the content area examination described in subsection
25 (b)(2) at least twice without passing the examination;
- 26 (4) received a score on at least one (1) of the examinations
27 described in subdivision (3) that is not more than ten percent
28 (10%) lower than the minimum passing score, as determined
29 by the state board, for the examination; and
- 30 (5) has been hired by a school corporation as provided under
31 subsection (d).
- 32 (d) A school corporation may, for open teaching positions in the
33 school corporation each school year, hire not more than ten
34 percent (10%) of individuals described in subsection (c) who meet
35 the requirements of subsection (c)(1) through (c)(4). A school
36 corporation shall notify the department if the school corporation
37 hires an individual described in this subsection.
- 38 (e) If an individual is granted an initial practitioner license
39 under subsection (c), the individual must do the following:
- 40 (1) Obtain, before renewal of the initial practitioner license,
41 at least fifty percent (50%) of:
- 42 (A) the individual's professional development points;



- 1 **(B) the individual's professional growth plan points; or**
 2 **(C) a combination of the individual's points described in**
 3 **clauses (A) and (B);**
 4 **in the content area specified in the individual's initial**
 5 **practitioner license.**
 6 **(2) Participate in and successfully complete the Indiana**
 7 **mentor and assessment program.**
 8 ~~(e)~~ **(f)** An individual's license examination score may not be
 9 disclosed by the department without the individual's consent unless
 10 specifically required by state or federal statute or court order.
 11 ~~(d)~~ **(g)** The state board shall adopt rules under IC 4-22-2 to do the
 12 following:
 13 (1) Adopt, validate, and implement the examination or other
 14 procedures required by subsection (b).
 15 (2) Establish examination scores indicating proficiency.
 16 (3) Otherwise carry out the purposes of this section.
 17 ~~(e)~~ **(h)** Subject to section 18 of this chapter, the state board shall
 18 adopt rules under IC 4-22-2 establishing the conditions under which
 19 the requirements of this section may be waived for an individual
 20 holding a valid teacher's license issued by another state.
 21 SECTION 5. IC 20-28-5-15.5 IS ADDED TO THE INDIANA
 22 CODE AS A **NEW** SECTION TO READ AS FOLLOWS
 23 [EFFECTIVE JULY 1, 2018]: **Sec. 15.5. An applicant may not obtain**
 24 **a proficient practitioner's license unless the applicant has passed**
 25 **the state board approved content area examination in the subject**
 26 **matter area in which the applicant intends to teach.**
 27 SECTION 6. IC 20-28-5-20 IS ADDED TO THE INDIANA CODE
 28 AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
 29 1, 2018]: **Sec. 20. The department shall post for each calendar year**
 30 **on the department's Internet web site the pass rate of the content**
 31 **area examination for each postsecondary educational institution**
 32 **regarding individuals who:**
 33 **(1) graduated from the teacher preparation program of the**
 34 **postsecondary educational institution; and**
 35 **(2) took the content area examination described in section**
 36 **12(b)(2) of this chapter.**
 37 SECTION 7. IC 20-28-5-21 IS ADDED TO THE INDIANA CODE
 38 AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
 39 1, 2018]: **Sec. 21. (a) As used in this section, "workplace specialist**
 40 **I license" refers to a license described in 511 IAC 17-3-1.**
 41 **(b) As used in this section, "workplace specialist II license"**
 42 **refers to a license described in 511 IAC 17-3-2.**



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

- 5 (1) Science.
6 (2) Technology.
7 (3) Engineering.
8 (4) Math.
9 (5) Special education.
10 (6) Career counseling.
11 (7) Any other career or technical area.

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

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

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

- 36 (1) The teacher:
37 (A) teaches an advanced placement course; or
38 (B) has earned a master's degree from an accredited
39 postsecondary educational institution in a content area directly
40 related to the subject matter of:
41 (1) a dual credit course; or
42 (2) another course;



1 taught by the teacher.

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

3 **(A) is a special education teacher; or**

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

6 In addition, a supplemental payment may be made to an elementary
7 school teacher who earns a master's degree in math or reading and
8 literacy. A supplement provided under this subsection is not subject to
9 collective bargaining, but a discussion of the supplement must be held.
10 Such a supplement is in addition to any increase permitted under
11 subsection (b).

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

14 (1) A combination of the following factors taken together may
15 account for not more than thirty-three and one-third percent
16 (33.33%) of the calculation used to determine a teacher's increase
17 or increment:

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

19 (B) The possession of either:

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

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

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

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

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

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

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



1 subsection.

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

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

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

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

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

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



COMMITTEE REPORT

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

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

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

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

(A) this chapter; or

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

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

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

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

(1) that is not teaching; and

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

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

Page 4, delete lines 9 through 42.

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

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

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

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

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

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

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department **in the areas of:**

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

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

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

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

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

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

~~(C)~~ (iii) fluency;

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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



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

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

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

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

(B) The possession of either:

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

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

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

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

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

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

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

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



superintendent's designee.

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

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

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

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

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

Renumber all SECTIONS consecutively.

and when so amended that said bill do pass.

(Reference is to SB 387 as introduced.)

KRUSE, Chairperson

Committee Vote: Yeas 9, Nays 0.

