



Reprinted  
February 6, 2018

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## SENATE BILL No. 387

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DIGEST OF SB 387 (Updated February 5, 2018 3:13 pm - DI 110)

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

**Synopsis:** Teacher licensing. 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 one standard error of measure 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 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  
(Continued next page)

**Effective:** July 1, 2018.

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

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January 8, 2018, read first time and referred to Committee on Education and Career Development.  
February 1, 2018, amended, reported favorably — Do Pass.  
February 5, 2018, read second time, amended, ordered engrossed.

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SB 387—LS 6899/DI 110



Digest Continued

individual who did not pass the content area examination. Establishes eligibility requirements for a career specialist permit. 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.

**SB 387—LS 6899/DI 110**



Reprinted  
February 6, 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

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

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

- 1 SECTION 1. IC 20-18-2-2.3 IS ADDED TO THE INDIANA CODE  
2 AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
3 1, 2018]: **Sec. 2.3. "Career specialist permit" refers to a permit**  
4 **described in 511 IAC 16-4-6 or its successor rule.**
- 5 SECTION 2. IC 20-28-4-6, AS AMENDED BY P.L.90-2011,  
6 SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
7 JULY 1, 2018]: Sec. 6. The department shall grant an initial  
8 practitioner license to a program participant who does the following:  
9 (1) Successfully completes the requirements of the program.  
10 (2) Demonstrates proficiency through a written examination in:  
11 (A) basic reading, writing, and mathematics; **and**  
12 (B) pedagogy; **and**  
13 (C) knowledge of the areas in which the program participant  
14 is required to have a license to teach;  
15 under IC 20-28-5-12(b).  
16 (3) **Unless the program participant is granted a license under**

SB 387—LS 6899/DI 110



- 1           **IC 20-28-5-12(c), passes the state board approved content**  
 2           **area examination in the subject area in which the individual**  
 3           **intends to teach.**
- 4           ~~(3)~~ **(4)** Participates successfully in a beginning teacher residency  
 5           program that includes implementation in a classroom of the  
 6           teaching skills learned in the program.
- 7           ~~(4)~~ **(5)** Receives a successful assessment of teaching skills upon  
 8           completion of the beginning teacher residency program under  
 9           subdivision ~~(3)~~ **(4)** from the administrator of the school where the  
 10          beginning teacher residency program takes place, or, if the  
 11          program participant does not receive a successful assessment,  
 12          continues participating in the beginning teacher residency  
 13          program.
- 14          SECTION 3. IC 20-28-5-3, AS AMENDED BY P.L.85-2017,  
 15          SECTION 79, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 16          JULY 1, 2018]: Sec. 3. (a) **Subject to section 12 of this chapter**, the  
 17          department shall designate the grade point average required for each  
 18          type of license.
- 19          (b) The department shall determine details of licensing not provided  
 20          in this chapter, including requirements regarding the following:
- 21           (1) The conversion of one (1) type of license into another.
  - 22           (2) The accreditation of teacher education schools and  
 23           departments.
  - 24           (3) The exchange and renewal of licenses.
  - 25           (4) The endorsement of another state's license.
  - 26           (5) The acceptance of credentials from teacher education  
 27           institutions of another state.
  - 28           (6) The academic and professional preparation for each type of  
 29           license.
  - 30           (7) The granting of permission to teach a high school subject area  
 31           related to the subject area for which the teacher holds a license.
  - 32           (8) The issuance of licenses on credentials.
  - 33           (9) The type of license required for each school position.
  - 34           (10) The size requirements for an elementary school requiring a  
 35           licensed principal.
  - 36           (11) Any other related matters.
- 37          The department shall establish at least one (1) system for renewing a  
 38          teaching license that does not require a graduate degree.
- 39          (c) This subsection does not apply to an applicant for a substitute  
 40          teacher license or to an individual granted a license under section 18  
 41          of this chapter. After June 30, 2011, the department may not issue an  
 42          initial practitioner license at any grade level to an applicant for an



1 initial practitioner license unless the applicant shows evidence that the  
2 applicant:

3 (1) has successfully completed training approved by the  
4 department in:

5 (A) cardiopulmonary resuscitation that includes a test  
6 demonstration on a mannequin;

7 (B) removing a foreign body causing an obstruction in an  
8 airway;

9 (C) the Heimlich maneuver; and

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

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

13 (A) the American Red Cross;

14 (B) the American Heart Association; or

15 (C) a comparable organization or institution approved by the  
16 state board; or

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

20 The training in this subsection applies to a teacher (as defined in  
21 IC 20-18-2-22(b)).

22 (d) This subsection does not apply to an applicant for a substitute  
23 teacher license or to an individual granted a license under section 18  
24 of this chapter. After June 30, 2013, the department may not issue an  
25 initial teaching license at any grade level to an applicant for an initial  
26 teaching license unless the applicant shows evidence that the applicant  
27 has successfully completed education and training on the prevention of  
28 child suicide and the recognition of signs that a student may be  
29 considering suicide.

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

34 (1) has successfully completed training approved by the  
35 department in:

36 (A) cardiopulmonary resuscitation that includes a test  
37 demonstration on a mannequin;

38 (B) removing a foreign body causing an obstruction in an  
39 airway;

40 (C) the Heimlich maneuver; and

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

42 (2) holds a valid certification in each of the procedures described



1 in subdivision (1) issued by:

2 (A) the American Red Cross;

3 (B) the American Heart Association; or

4 (C) a comparable organization or institution approved by the  
5 state board; or

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

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

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

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

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

13 (4) other similar matters.

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

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

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

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

23 **(1) demonstrated proficiency in the following areas on a written**  
24 **examination or through other procedures prescribed by the**  
25 **department in the areas of:**

26 ~~(A)~~ **(i)** basic reading, writing, and mathematics;

27 ~~(B)~~ **(ii)** pedagogy; **and**

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

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

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

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

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

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

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

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

41 **(c) The department may grant an initial practitioner license to**  
42 **an individual who meets the requirements under subsection (b)(1)**



1 and does not meet the requirement under subsection (b)(2) if the  
2 individual has:

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

8 (2) successfully completed student teaching;

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

11 (4) received a score on at least one (1) of the examinations  
12 described in subdivision (3) that is not more than one (1)  
13 standard error of measure lower than the minimum passing  
14 score, as determined by the state board, for the examination;  
15 and

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

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

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

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

28 (A) the individual's professional development points;

29 (B) the individual's professional growth plan points; or

30 (C) a combination of the individual's points described in  
31 clauses (A) and (B);

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

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

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

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

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



1 (2) Establish examination scores indicating proficiency.

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

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

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

13 SECTION 6. IC 20-28-5-20 IS ADDED TO THE INDIANA CODE  
14 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
15 1, 2018]: **Sec. 20. The department shall post for each calendar year  
16 on the department's Internet web site the pass rate of the content  
17 area examination for each postsecondary educational institution  
18 regarding individuals who:**

19 (1) graduated from the teacher preparation program of the  
20 postsecondary educational institution; and

21 (2) took the content area examination described in section  
22 12(b)(2) of this chapter.

23 SECTION 7. IC 20-28-5-21 IS ADDED TO THE INDIANA CODE  
24 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
25 1, 2018]: **Sec. 21. To be eligible for a career specialist permit to  
26 teach in a secondary school, an applicant must meet one (1) of the  
27 following:**

28 (1) The applicant:

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

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

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

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

40 (2) The applicant:

41 (A) meets the requirements under subdivision (1)(A) or  
42 (1)(B);





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

5           **(C) meets any other requirements established under**  
 6           **subdivision (1)(D).**

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

22          **(1) The teacher:**

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

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

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

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

29               taught by the teacher.

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

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

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

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

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

42               (1) A combination of the following factors taken together may



1 account for not more than thirty-three and one-third percent  
 2 (33.33%) of the calculation used to determine a teacher's increase  
 3 or increment:

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

5 (B) The possession of either:

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

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

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

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

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

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

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

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

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

39 (g) Each school corporation shall submit its local compensation plan  
 40 to the Indiana education employment relations board. For a school year  
 41 beginning after June 30, 2015, a local compensation plan must specify  
 42 the range for teacher salaries. The Indiana education employment



1 relations board shall publish the local compensation plans on the  
2 Indiana education employment relations board's Internet web site.

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

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

12 (j) After June 30, 2011, all rights, duties, or obligations established  
13 under IC 20-28-9-1 before its repeal are considered rights, duties, or  
14 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**

**SB 387—LS 6899/DI 110**



department **in the areas of:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

**(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.



## SENATE MOTION

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

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

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

Page 2, delete lines 9 through 28.

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

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

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

Page 6, delete lines 37 through 42.

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

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

**(1) The applicant:**

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

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

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

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

**(2) The applicant:**

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

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

**(C) meets any other requirements established under**



**subdivision (1)(D)".**

Renumber all SECTIONS consecutively.

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

ZAY

