



January 11, 2019

HOUSE BILL No. 1008

DIGEST OF HB 1008 (Updated January 9, 2019 12:51 pm - DI 133)

Citations Affected: IC 20-20; IC 20-29; noncode.

Synopsis: Teacher career ladders. Makes changes to the requirements necessary for a school corporation to receive a grant from the teacher and student advancement grant program (program). Provides that not later than July 1, 2020, and each July 1 thereafter, the department shall submit a report to the governor and the general assembly regarding the program. Repeals provisions relating to the career pathways and mentorship program. Repeals provisions relating to the Indiana new educator induction pilot program. Makes an appropriation.

Effective: July 1, 2019.

Behning, Klinker

January 7, 2019, read first time and referred to Committee on Education.
January 10, 2019, reported — Do Pass. Referred to Committee on Ways and Means pursuant to Rule 127.

HB 1008—LS 7430/DI 116



January 11, 2019

First Regular Session of the 121st General Assembly (2019)

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 2018 Regular and Special Session of the General Assembly.

HOUSE BILL No. 1008

A BILL FOR AN ACT to amend the Indiana Code concerning education and to make an appropriation.

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

- 1 SECTION 1. IC 20-20-42.2 IS REPEALED [EFFECTIVE JULY 1,
2 2019]. (Career Pathways and Mentorship Program).
3 SECTION 2. IC 20-20-42.3 IS REPEALED [EFFECTIVE JULY 1,
4 2019]. (Indiana New Educator Induction Pilot Program).
5 SECTION 3. IC 20-20-43-4, AS AMENDED BY P.L.155-2017,
6 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
7 JULY 1, 2019]: Sec. 4. (a) After June 30, 2017, a school corporation
8 may receive a grant to implement the following:
9 (1) The System for Teacher and Student Advancement (TAP)
10 teacher performance model program. ~~or~~
11 **(2) The Opportunity Culture teacher performance model.**
12 **(3) A model teacher performance program approved by a**
13 **national school employee organization.**
14 **(4) A teacher performance model program that includes the**
15 **implementation of all the following elements:**
16 **(A) Multiple career paths for teachers that include additional**
17 **responsibilities, leadership opportunities, and compensation.**

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- 1 (B) Ongoing applied professional growth opportunities for
 2 teachers tied to feedback from the teacher evaluation process
 3 and student achievement data.
- 4 (C) Instruction focused accountability through an evaluation
 5 system based on multiple measures, including evidence of
 6 student learning growth.
- 7 (D) Performance based compensation for teachers and school
 8 leaders based on multiple measures.
- 9 (A) A comprehensive pay progression for teacher leaders
 10 based on demonstrated skill development, escalating levels
 11 of responsibility and duties, and demonstrated academic
 12 leadership.
- 13 (B) A quality teacher assessment system that measures the
 14 effectiveness of teachers' practice.
- 15 (C) A pay system that supports early career educators by
 16 incentivizing the following:
- 17 (i) Mentoring and coaching.
- 18 (ii) Reducing teaching loads or providing release time for
 19 teacher leaders to support professional learning.
- 20 (iii) Reviewing professional portfolios and student
 21 performance.
- 22 (D) Eligibility for all teachers rated effective and highly
 23 effective.
- 24 (E) Connection to high quality professional development,
 25 including release time for teacher leaders providing
 26 professional development and instructional coaching, that
 27 provides teachers with the knowledge and skills needed to
 28 advance student learning.
- 29 (F) A rigorous and transparent advancement criterion that
 30 is locally developed and implemented with teacher
 31 involvement.
- 32 (G) A pay system providing competitive base pay.
- 33 (H) Evidence of teacher support for the proposed teacher
 34 leadership and pay system, including support from the
 35 local school employee organization.
- 36 (I) Plans for ongoing evaluation of the pay system.
- 37 (J) A sustainable pay system.
- 38 (K) A plan for how teacher leadership positions and
 39 ongoing training for teacher leaders will improve student
 40 achievement.
- 41 (2) A plan selected under the Indiana new educator induction
 42 pilot program established by IC 20-20-42.3-4.



- 1 ~~(3)~~ **(5)** The Indiana education residency pilot program established
2 in IC 20-20-44.
- 3 (b) To receive a grant, a school corporation, **in consultation with**
4 **the school corporation's school employee organization**, shall apply
5 for the grant in a manner prescribed by the ~~state board~~ **in consultation**
6 **with** the department. The ~~state board~~ **department** shall establish
7 eligibility requirements. **However, the department may not award**
8 **grants to more than thirty (30) school corporations during any**
9 **school year. When awarding grants under this chapter, the**
10 **department shall select a geographically diverse set of school**
11 **corporations, including urban, suburban, and rural school**
12 **corporations.**
- 13 (c) **A school corporation that is awarded a grant under this**
14 **chapter shall receive a grant for three (3) consecutive school years.**
15 The amount of the grant may not exceed the costs incurred by the
16 school corporation to implement the program. A school corporation
17 may receive a matching grant from a corporation, foundation, or any
18 other entity in addition to a grant awarded under this chapter.
- 19 SECTION 4. IC 20-20-43-5 IS ADDED TO THE INDIANA CODE
20 AS A **NEW SECTION TO READ AS FOLLOWS** [EFFECTIVE JULY
21 1, 2019]: **Sec. 5. Not later than July 1, 2020, and each July 1**
22 **thereafter, the department shall submit a report to the governor**
23 **and, in an electronic format under IC 5-14-6, to the general**
24 **assembly. The report:**
- 25 **(1) must provide a detailed status summary of grants awarded**
26 **under this chapter;**
- 27 **(2) must include:**
- 28 **(A) a description of each teacher performance program of**
29 **a school corporation that receives a grant under this**
30 **chapter;**
- 31 **(B) information regarding the details of each particular**
32 **grant; and**
- 33 **(C) information regarding teacher satisfaction, teacher**
34 **retention, and student performance at a school corporation**
35 **that receives a grant under this chapter; and**
- 36 **(3) may include legislative recommendations.**
- 37 SECTION 5. IC 20-20-44-2, AS ADDED BY P.L.155-2017,
38 SECTION 4, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
39 JULY 1, 2019]: Sec. 2. As used in this chapter, "new teacher" ~~has the~~
40 ~~meaning set forth in IC 20-20-42.3-2.~~ **refers to a teacher with an**
41 **initial practitioner license under IC 20-28-5-12.**
- 42 SECTION 6. IC 20-29-6-7, AS AMENDED BY P.L.217-2017,



1 SECTION 103, IS AMENDED TO READ AS FOLLOWS
 2 [EFFECTIVE JULY 1, 2019]: Sec. 7. A school employer shall discuss
 3 with the exclusive representative of certificated employees the
 4 following items:

- 5 (1) Curriculum development and revision.
- 6 (2) Selection of curricular materials.
- 7 (3) Teaching methods.
- 8 (4) Hiring, evaluation, promotion, demotion, transfer, assignment,
 9 and retention of certificated employees.
- 10 (5) Student discipline.
- 11 (6) Expulsion or supervision of students.
- 12 (7) Pupil/teacher ratio.
- 13 (8) Class size or budget appropriations.
- 14 (9) Safety issues for students and employees in the workplace,
 15 except those items required to be kept confidential by state or
 16 federal law.
- 17 (10) Hours.
- 18 (11) Funding for a plan for a remediation program for any subset
 19 of students enrolled in kindergarten through grade 12.
- 20 (12) The following nonbargainable items under IC 20-43-10-3.5:
 21 (A) Teacher appreciation grants.
 22 (B) Individual teacher appreciation grant stipends to teachers.
 23 (C) Additions to base salary based on teacher appreciation
 24 grant stipends.
- 25 (13) The pre-evaluation planning session required under
 26 IC 20-28-11.5-4.
- 27 (14) The superintendent's report to the governing body concerning
 28 staff performance evaluations required under IC 20-28-11.5-9.
- 29 ~~(15) A career pathways and mentorship plan established under~~
 30 ~~IC 20-20-42.2.~~

31 SECTION 7. [EFFECTIVE JULY 1, 2019] **(a) There is**
 32 **appropriated to the system for teacher and student advancement**
 33 **grant fund, established by IC 20-20-43-3, five million dollars**
 34 **(\$5,000,000) from the state general fund to carry out the purposes**
 35 **of the system for teacher and student advancement grant fund.**

36 **(b) This SECTION expires June 30, 2020.**



COMMITTEE REPORT

Mr. Speaker: Your Committee on Education, to which was referred House Bill 1008, has had the same under consideration and begs leave to report the same back to the House with the recommendation that said bill do pass.

(Reference is to HB 1008 as introduced.)

BEHNING

Committee Vote: Yeas 12, Nays 0

