

HOUSE BILL No. 1531

DIGEST OF INTRODUCED BILL

Citations Affected: IC 20-28.

Synopsis: Teacher recruitment and retention. Establishes a teacher recruitment and retention fund, administered by the department of education, to: (1) attract qualified teachers to geographic areas of Indiana where a critical shortage of teachers exists; and (2) retain qualified teachers in teacher shortage areas; by providing student loan repayment assistance. Provides that as a condition of participating in the program and receiving student loan repayments, a teacher must agree to employment as a licensed teacher in a school district located in a teacher shortage area for at least five years. Establishes the goal that by 2032 there will be at least one teacher who is certified by the National Board for Professional Teaching Standards (national board) in every public school. Establishes the teachers' national board certification incentive fund for purposes of: (1) funding stipends of \$200 per day for two days for teachers preparing for national board certification; (2) reimbursing 75% of the national board certification fee; (3) funding stipends for national board certified teachers who serve as mentors to other teachers; (4) reimbursing school corporations for the cost of paying teachers who have attained national board certification as of July 1, 2023, or thereafter an annual salary supplement of \$2,000 for the life of the certificate; and (5) reimbursing school corporations for the cost of persons who serve as substitute teachers for national board certification candidates. Requires a school corporation to allow a teacher pursuing national board certification at least five days of paid release time during the school year.

Effective: July 1, 2023.

Porter

January 19, 2023, read first time and referred to Committee on Education.



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.

HOUSE BILL No. 1531

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 20-28-13 IS ADDED TO THE INDIANA CODE
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2023]:

4 **Chapter 13. Teacher Recruitment and Retention Fund**

5 **Sec. 1. As used in this chapter, "fund" refers to the teacher**
6 **recruitment and retention fund established by section 2 of this**
7 **chapter.**

8 **Sec. 2. (a) The teacher recruitment and retention fund is**
9 **established.**

10 **(b) The purpose of the fund is to attract and retain additional**
11 **qualified teachers to the geographic areas of Indiana where there**
12 **is a critical shortage of teachers, as determined by the department,**
13 **by granting loan repayment assistance authorized under this**
14 **chapter to eligible applicants.**

15 **(c) The fund consists of appropriations to the fund and gifts,**
16 **grants, devises, or bequests made to the state to achieve the**
17 **purposes of the fund.**



1 (d) The fund shall be administered by the department. The
2 expenses of administering the fund shall be paid from money in the
3 fund.

4 (e) Loan repayment assistance payments shall be made from the
5 fund by the treasurer of state upon a warrant issued by the auditor
6 of state in accordance with rules adopted by the state board.

7 Sec. 3. The department shall receive and consider all
8 applications for loan repayment assistance received from teachers
9 with outstanding guaranteed student loans made, issued, or
10 guaranteed under a program authorized by Title IV of the federal
11 Higher Education Act of 1965 (20 U.S.C. 1070 et seq.).

12 Sec. 4. (a) To qualify for loan repayment assistance for student
13 loans under this chapter, an applicant must:

- 14 (1) hold a license to teach under IC 20-28-5;
- 15 (2) complete at least one (1) year of teaching service in a
16 geographic area of Indiana where a critical shortage of
17 teachers exists, as determined by the department;
- 18 (3) agree in writing to the employment requirements set forth
19 in section 6 of this chapter; and
- 20 (4) meet any additional criteria established by the
21 department.

22 (b) For each year for which a teacher qualifies under subsection
23 (a), the department may grant loan repayment assistance to the
24 teacher in an amount not to exceed the lesser of the following:

- 25 (1) Fifty percent (50%) of the total principal and interest of
26 the guaranteed student loans owed by the teacher during the
27 year for which the teacher qualifies under subsection (a).
- 28 (2) Three thousand dollars (\$3,000).

29 (c) The loan repayment assistance granted to a qualified teacher
30 under this chapter must be used to reduce the principal and
31 interest on a guaranteed student loan owed by that qualified
32 teacher. The years of service rendered to obtain loan repayment
33 assistance for student loans must be consecutive and may not
34 exceed five (5) years. The maximum amount of loan repayment
35 assistance that may be granted to any qualified teacher is fifteen
36 thousand dollars (\$15,000).

37 Sec. 5. A qualified teacher must apply for a loan repayment on
38 a form supplied by the department. The department shall consider
39 each application and determine the eligibility of the applicant for
40 the loan repayment assistance.

41 Sec. 6. (a) Before being granted loan repayment assistance
42 under this chapter, a teacher must enter into a contract with the



1 department agreeing to the terms and conditions upon which the
2 loan repayment assistance will be granted to the teacher.

3 (b) As a condition of being granted loan repayment assistance
4 under this chapter, a teacher must agree to employment for a
5 period of at least five (5) years as a licensed teacher in a school
6 district located in a geographic area of Indiana where a critical
7 shortage of teachers exists, as determined by the department.

8 (c) Service rendered by a teacher in a geographic area where a
9 critical shortage of teachers exists, as determined by the
10 department, before that teacher becomes a participant in the
11 program may not be considered to have fulfilled the employment
12 commitment required by subsection (b).

13 (d) A loan recipient who fails to comply with the employment
14 commitment required by subsection (b) in any required school year
15 is immediately in breach of contract and immediately becomes
16 liable to the board for the sum of all loan payments awarded to
17 that person, less one-third (1/3) of that sum for each year that
18 service was rendered, plus interest accruing at the current federal
19 Stafford Loan rate at the time the breach occurs.

20 **Sec. 7.** The department shall maintain complete and accurate
21 records in implementing the fund, including records of the
22 following:

23 (1) The receipt, disbursement, and uses of money from the
24 fund.

25 (2) The number of applications for loan repayment assistance.

26 (3) The number and amount of loans for which loan
27 repayment assistance has been provided by the department.

28 (4) Other pertinent information requested by the department.

29 **Sec. 8.** The state board may adopt rules under IC 4-22-2
30 necessary to carry out this chapter, including rules governing the
31 enforcement of any employment requirements and repayment
32 requirements.

33 SECTION 2. IC 20-28-14 IS ADDED TO THE INDIANA CODE
34 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
35 JULY 1, 2023]:

36 **Chapter 14. National Board Certification Incentives**

37 **Sec. 1.** The general assembly establishes a goal that by 2032
38 there will be at least one (1) national board certified teacher in
39 every public school.

40 **Sec. 2.** As used in this chapter, "fund" refers to the teachers'
41 national board certification incentive fund established by section
42 6 of this chapter.



1 **Sec. 3. As used in this chapter, "mentor" means a highly skilled,**
2 **experienced teacher who provides systematic and ongoing support**
3 **and assistance to other teachers in a school or school corporation**
4 **to help them improve their teaching skills and practices.**

5 **Sec. 4. As used in this chapter, "national board" refers to the**
6 **National Board for Professional Teaching Standards, a**
7 **nonpartisan, independent, and nonprofit board composed of**
8 **teachers and others that:**

9 **(1) has developed a set of standards for teachers; and**

10 **(2) operates a national voluntary system to assess and certify**
11 **teachers who meet the board's standards.**

12 **Sec. 5. As used in this chapter, "national board certification"**
13 **means a demonstration by an experienced teacher of the teacher's**
14 **teaching practice as measured against the standards of the national**
15 **board through an assessment process administered by the national**
16 **board.**

17 **Sec. 6. (a) The teachers' national board certification incentive**
18 **fund is established for the following purposes:**

19 **(1) Funding stipends under section 7 of this chapter for**
20 **teachers preparing for certification by the national board.**

21 **(2) Reimbursing part of the certification fee under section 11**
22 **of this chapter to each teacher who is awarded national board**
23 **certification.**

24 **(3) Funding stipends under section 12 of this chapter for**
25 **national board certified teachers who serve as mentors to**
26 **other teachers within the school corporation.**

27 **(4) Reimbursing school corporations under section 13 of this**
28 **chapter for salary supplements paid to national board**
29 **certified teachers.**

30 **(5) Reimbursing school corporations under section 14 of this**
31 **chapter for persons who serve as substitute teachers for**
32 **national board certification candidates.**

33 **(b) The department shall administer the fund.**

34 **(c) The expenses of administering the fund shall be paid from**
35 **money in the fund. The treasurer of state shall invest the money in**
36 **the fund not currently needed to meet the obligations of the fund**
37 **in the same manner as other public money may be invested.**
38 **Interest that accrues from these investments shall be deposited in**
39 **the fund.**

40 **(d) Money in the fund at the end of a state fiscal year does not**
41 **revert to the state general fund.**

42 **Sec. 7. A teacher who is:**



1 (1) employed by a school corporation; and
2 (2) pursuing national board certification;
3 is entitled to receive from the fund a stipend of two hundred dollars
4 (\$200) per day for two (2) days beyond the school contract year for
5 preparing for the certification assessments.

6 **Sec. 8.** A school corporation shall allow at least five (5) days of
7 paid release time during the school year for a teacher pursuing
8 national board certification.

9 **Sec. 9.** A school corporation may, at its own expense, provide
10 paid release time for teachers pursuing national board certification
11 in addition to the paid release time required under section 8 of this
12 chapter.

13 **Sec. 10.** If a teacher does not successfully complete all
14 assessments required for national board certification during a
15 school year, this chapter may be applied to a second school year for
16 that teacher.

17 **Sec. 11.** A teacher who attains national board certification after
18 June 30, 2023, shall be reimbursed from the fund for seventy-five
19 percent (75%) of the certification fee for the initial ten (10) year
20 certificate. Fees for renewal of the national board certificate are at
21 the teacher's own expense.

22 **Sec. 12. (a)** A national board certified teacher is entitled to
23 receive a stipend from the fund in addition to the teacher's annual
24 compensation for serving as a mentor to teachers within the
25 teacher's school or school corporation in a mentoring program
26 approved by the department.

27 **(b)** The department shall adopt rules under IC 4-22-2 under
28 which a school corporation may establish a mentoring program
29 involving national board certified teachers. The rules must specify
30 the conditions for the mentoring program as well as the amount of
31 the stipend that will be provided to a teacher serving as a mentor.

32 **Sec. 13. (a)** After June 30, 2023, a school corporation shall
33 provide a public school teacher who has attained national board
34 certification as of July 1, 2023, or thereafter with an annual
35 national board certification salary supplement of two thousand
36 dollars (\$2,000) for the life of the certificate. The salary
37 supplement shall be added to the teacher's base salary and shall be
38 considered in the calculation for contributions to the Indiana state
39 teachers' retirement fund.

40 **(b)** If a national board certified teacher ceases to be employed
41 as a classroom teacher or a teacher mentor in the field of the
42 teacher's national certification, the salary supplement under this



1 section ends.

2 (c) A school corporation is entitled to reimbursement from the
3 fund for salary supplements paid by the school corporation under
4 this section.

5 Sec. 14. A school corporation is entitled to reimbursement from
6 the fund for substitute teacher pay for persons who serve as
7 substitute teachers for national board certification candidates
8 while the candidates are on paid release time under section 8 or 9
9 of this chapter pursuing national board certification. The
10 reimbursement must be based on the school corporation's salary
11 schedule for substitute teachers.

12 Sec. 15. The department shall adopt rules under IC 4-22-2 to
13 carry out this chapter.

