

ARTICLE VII PROFESSIONAL COMPENSATION

Section 1: Salary Range

The salary range for the 2021-2022 school year is \$49,100 to \$91,300, not including TRF contributions. No full-time classroom teacher (i.e., instructs students at least 50% of the workday) is earning less than \$40,000 during the 2021-2022 school year.

The salary range for the 2022-2023 school year is \$50,400 to \$92,600, not including TRF contributions. No full-time classroom teacher (i.e., instructs students at least 50% of the workday) is earning less than \$40,000 during the 2022-2023 school year.

At the beginning of the 2021-2022 school year, the salaries of returning full-time teachers were between \$47,800 to \$90,000.

Section 2: Base Salary Increases

A. General Eligibility

A teacher is not eligible for a salary increase and will remain at their prior year salary if:

- i. The teacher received an evaluation rating of ineffective or improvement necessary in the prior school year; or
- ii. The teacher did not complete a year of service (120 days), except for those with fewer than 120 days of service in the prior school year whose base salary is less than the starting base salary for a new teacher without any experience, in which case the teacher's base salary will be increased so that it is the same as a new starting teacher (\$49,100 for the 2021-2022 school year and \$50,400 for the 2022-2023 school year; see Section C (iv)(e) below).

B. Factors and Definitions

- i. Evaluation Rating – A teacher who was evaluated and received a rating of highly effective or effective for the prior school year and did not receive an evaluation with a rating of ineffective or improvement necessary.
- ii. Year of Experience – The teacher was employed by IPS and worked as a teacher for at least 120 days in the prior school year.
- iii. Academic Need – The importance of attracting and retaining teachers in IPS who, as identified below in Section C (iv), teach in certain subject areas and/or have effective IPS teaching service beyond novice years.

C. Distribution (Amounts to be Added to a Teacher's Base Salary)

- i. Highly Effective Evaluation Rating:

- Year 1: \$1,250
 - Year 2: \$1,290
- ii. Effective Evaluation Rating:
- Year 1: \$975
 - Year 2: \$1,000
- iii. Year of Experience:
- Year 1: \$480
 - Year 2: \$510
- iv. Academic Needs of Students:
- a. Served as certified Special Education Teacher or service provider in the prior school year:
 - Year 1: \$500
 - Year 2: \$510
 - b. Served as certified STEM core content & STEM CTE teachers or as appropriately credentialed dual credit course in the prior school year:
 - Year 1: \$500
 - Year 2: \$510
 - c. Completed two (2) to ten (10) years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year:
 - Year 1: \$410
 - Year 2: \$420
 - d. Completed eleven (11) or more years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year:
 - Year 1: \$250
 - Year 2: \$260
 - e. Any teacher without an ineffective or improvement necessary rating and with fewer than 120 days of service in the prior school year whose base salary is less than \$49,100 will increase their base salary to \$49,100 for the 2021-2022 school year, and those whose base salary is less than \$50,400 will increase their base salary to \$50,400 for the 2022-2023 school year.

D. The salary increases for the 2021-2022 school year are effective starting July 25, 2021. No other monetary provisions of this Agreement are retroactive. In order to receive the retroactive payment for an increase, an eligible teacher must have been employed with IPS as of the ratification date of this Agreement.

E. The salary increases for the 2022-2023 school year are effective starting July 25, 2022.

F. Redistribution

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be redistributed to all eligible teachers rated effective or highly effective. The redistribution will be paid in the form of a stipend at the end of the school year.

Section 3: Newly Hired Teachers

IPS has the discretion to set the salary for a newly hired teacher anywhere within the salary range for the corresponding school year identified above in Section 1.

Section 4: 26 Pays

Compensation earned by teachers during a school year will be paid in twenty-six (26) equal installments during the year.

Section 5: Returning Teachers – Frozen Education Pay

As required by I.C. 20-28-9-1.5, a teacher who was employed as a teacher at IPS before October 1, 2014 and has remained employed by IPS as a teacher will continue to receive his/her educational or “lane” pay determined by his/her degree status as of September 2, 2014.

Section 6: Teachers performing the following ancillary tutoring/workshop services will be compensated as follows:

1	Curriculum writing/planning	\$30.00/hour
2	Workshop Presentation	\$40.00/hour
3	Preparation for Workshop Presentation	\$20.00/hour not to exceed \$140.00
4	Tutoring	\$30.00/hour*
5	Workshop Participant – Mandatory professional development outside of school day/week/year	\$40.00/hour and PGP points
6	Workshop Participant – Voluntary professional	PGP points and/or