

MEMORANDUM

To: School Superintendents

From: Dr. Andrew Melin, Chief Innovation Officer
Dr. Chris Kates, Director of Leadership and Innovation

Date: June 14, 2019

Re: House Enrolled Act 1001 - Teacher Appreciation Grants (3 of 5)

Background:

Per IC 20-43-10-3.5(c), the following Teacher Appreciation Grant (TAG) eligibility requirements apply to all local education agencies (LEAs), including school corporations, charter schools, and virtual charter schools. HEA 1001 outlines requirements for school corporations which must be met in order to qualify for TAG. During the state fiscal year in which TAG is awarded, the school corporation must have:

- Adopted an annual policy concerning the distribution of TAG;
- Submitted the policy to the Indiana Department of Education for approval by the date specified; and
- Received approval of the policy.

Submission information can be found [here](#).

Guidance:

The TAG policy must provide that the amount of a stipend awarded to a teacher rated as Highly Effective must be at least 25 percent greater than the amount of a stipend awarded to a teacher rated as Effective.

The TAG policy may differentiate between school buildings.

A stipend to an individual teacher in a particular year is not subject to collective bargaining, but is discussable, and is in addition to the minimum salary or increases in the salary set under IC 20-28-9-5.

The governing body may provide that an amount not exceeding 50 percent of the amount of a stipend to an individual teacher in a particular state fiscal year becomes a permanent part of and increases the base salary of the teacher receiving the stipend for school years beginning after the

state fiscal year in which the stipend is received. The addition to base salary is not subject to collective bargaining, but is discussable.

New for SY 2019 -2020: A school may allocate up to 20 percent of the grant received to provide a supplemental award to teachers with less than five years of service and who are rated as Effective or Highly Effective. The supplemental award amount received by the teachers with less than five years of experience would be in addition to the award amount paid to all eligible teachers.

If you have any questions, please contact Dr. Chris Kates at 317-232-6989 or via e-mail at ckates@doe.in.gov.

This bill was authored by Representative Todd Huston and full bill text can be found [here](#). Information regarding how to contact your legislators can be found [here](#).