



Indiana Department of Education

Glenda Ritz, NBCT

Indiana Superintendent of Public Instruction

HEA 1005 --- Pay raises for teachers rated “Improvement Necessary” & “Ineffective” in their first two years of teaching

The purpose of this memorandum is to provide information about a change in the Indiana Code regarding compensation for teachers who are rated as “Improvement Necessary” or “Ineffective”. Previously, Indiana law stated that teachers rated in these two categories were not eligible for additional compensation, whether added to the base salary or provided as a stipend. However, this year the Indiana General Assembly reversed this law for teachers in their first two (2) full school years in which the teacher provides instruction to students in elementary or high school. Effective July 1, school districts may provide raises or increments for teachers in the lowest two categories if the district believes that a raise is justified for those teachers in their first and second years of teaching.

If a teacher provides instruction to students in K-12 in another state, any full year, or its equivalent in the other state, that the teacher provides instruction counts toward the first and second years of teaching.

Superintendent Ritz’s Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators put forth a recommendation for flexibility in compensation for teachers entering the profession, noting that it takes several years for a new teacher to become a “master teacher”. In the spirit of that belief, newly developing teachers should not be penalized in their first two years of teaching as they work towards honing their instructional techniques.

Per IC 20-28-9-1.5(d), the decision of whether to grant teachers rated in the lowest two categories, in their first two years of teaching, a pay increase is an option to be determined by local school districts.

Please contact Caitlin Beatson at cbeatson@doe.in.gov with questions.