

To: Superintendents, Principals, Hiring Officials

From: Risa A. Regnier, Director of Educator Licensing

Date: July 6, 2018

Re: Overview of SEA 387:  
New Options for Career Specialist Permit Eligibility  
More Flexibility for Teacher Compensation

### **I. Career Specialist Permit Eligibility**

In an effort to address teacher shortages, increase the pool of potential classroom teachers, and provide an additional tool to school administrators seeking teachers in hard to staff content areas, the 2018 Indiana General Assembly enacted two additional eligibility options for individuals seeking a Career Specialist Permit.

The Career Specialist Permit was first authorized by the State Board of Education licensure rules known as REPA 3 that became effective in January 2015. Under those rules, candidates could qualify for a Career Specialist Permit through a combination of a bachelor's degree, 3.0 or higher GPA, licensure test and occupational work experience.

As of July 1, 2018, two new eligibility options for obtaining a Career Specialist Permit became effective, resulting in three ways a teacher can qualify for the permit.

#### **Option 1**

- A bachelor's degree from a regionally accredited institution in a secondary content area with an overall GPA of at least 3.0 on a 4.0 scale;
- Successful completion of the CORE content licensure exam; and
- 6,000 hours of verified non-teaching occupational work experience in the last five years related to the content area requested on the permit.

#### **Option 2 (new)**

- A bachelor's degree from a regionally accredited institution in a secondary content area with an overall GPA of at least 3.0 on a 4.0 scale; and
- 10,000 hours of verified non-teaching occupational work experience in the last seven years related to the requested content area.

#### **Option 3 (new)**

- Successful completion of the CORE content licensure exam in the desired secondary content area; and
- 10,000 hours of verified non-teaching occupational work experience in the last seven years related to the content area desired on the permit.

Following issuance of the initial permit and required for the first renewal, the permit holder must complete a pedagogy component that includes the areas of literacy, differentiation of instruction, classroom and behavioral management, curriculum development (lesson planning, assessment strategies, use of data to improve instruction), psychology of child development, competence in multicultural awareness, and use of technology in the classroom. Subsequent renewals require a Professional Growth Plan (PGP) documenting 40 hours/points of completed professional development.

Currently, the only approved pedagogy component program available statewide is offered online by Ivy Tech Columbus: <https://www.ivytech.edu/education/> (select "Columbus campus" from the drop down menu).

Candidates can find additional information regarding this alternative path to licensure on the DOE licensing webpage: <https://www.doe.in.gov/licensing/alternative-licensure-paths#InformationCareer>

Here is a link to the LVIS applicant portal: <https://license.doe.in.gov/>

If you or a candidate have questions about how to obtain a Career Specialist Permit, please feel free to contact [licensinghelp@doe.in.gov](mailto:licensinghelp@doe.in.gov).

## **II. Teacher Compensation**

### **A. Supplemental Payments**

Schools can provide supplemental payments to teachers pursuant to Indiana Code Section 20-28-9-1.5(a). These payments cannot be bargained, but must be discussed. As of July 1, 2018, two new options for supplemental payments became effective. A teacher may be paid a supplemental payment if the teacher:

- teaches an advanced placement course;
- has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of a dual credit course or another course taught by the teacher;
- is an elementary school teacher who has earned a master's degree in math, reading or literacy;
- (new) is a special education professional; or
- (new) teaches in the areas of science, technology, engineering, or mathematics.

### **B. Differentiated Base Salary Increases/Raises**

Teacher base salary increases/raises must be compliant with Indiana Code Section 20-28-9-1.5(b). Under this section, teacher raises must be based on at least two of the five statutory factors. Generally, teachers must receive the same amount or percentage as other teachers for the same factor. As of July 1, 2018, two new options for differentiating raises became effective, resulting in three ways a teacher can receive a different raise than another teacher under the same factor.

Option 1

- Differentiate on the basis of a sub-factor.
- For example, a teacher may receive a bigger raise for a highly effective evaluation compared to the raise for an effective evaluation.

Option 2 (new)

- Differentiate to reduce the gap between the school corporation's minimum teacher salary and the average of the school corporation's minimum and maximum teacher salaries.
- This increase is not subject to the 1/3 cap for education and experience.
- This change will allow teachers to catch-up to a school's new starting salary.

Option 3 (new)

- Differentiate for any academic need(s) the school corporation determines are appropriate, which may include the:
  - (1) subject(s), including STEM or special education, taught by a teacher;
  - (2) importance of retaining a given teacher at the school; and
  - (3) need to attract an individual with specific qualifications to fill a teaching vacancy.

**C. 2018 Rubric & Guidance**

The IEERB Board will meet August 22, 2018, at 2 p.m. in IEERB's Conference Room to determine the 2018 rubric. IEERB will present a free webinar August 29, 2018, from 3-5 p.m. Additional guidance, including model compensation plans, will be published by September 1 on IEERB's website, [www.in.gov/ieerb](http://www.in.gov/ieerb).

For questions about SEA 387 or anything impacting teacher collective bargaining, contact IEERB at [questions@ieerb.in.gov](mailto:questions@ieerb.in.gov) or (317) 233-6620.