



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD
 143 West Market Street, Suite 400
 Indianapolis, IN 46204
 Telephone: (317) 233-6620
 Fax: (317) 233-6632
<http://www.in.gov/ieerb>

2024 Model Compensation Plans

All bargainable increases to base salary must be included in a compensation plan that complies with Indiana Code § 20-28-9-1.5. Pursuant to Indiana Code § 20-28-9-1.5(i), the Indiana Education Employment Relations Board “shall publish a model compensation plan with a model salary range that school corporation may adopt.” The following model compensation plans have been developed in response to needs identified by schools and are arranged according to function.

	Salary Increase: No Salary Increase Differentials	Page #
1	Salary Increase: Pool of Funds Divided by Points	2
1A	Salary Increase and Stipend: Increase for Education and Experience Compliant with 50% Requirement	3
1B	Salary Schedule: Row and Column Advancement	4
	Salary Increases Include Subfactors	
2	Salary Increase: Flat Amounts with Evaluation Subfactors	6
2A	Salary Increase: Pool of Funds Divided by Points with Evaluation Subfactors	7
2B	Salary Schedule: Row Advancement Only with Education and Instructional Leadership Subfactors	8
	Examples of Academic Needs Flexibility	
3	Academic Needs Defined as Need to Retain Teachers Based on their Current Salaries	10
3A	Academic Needs Defined as the Subjects of Secondary Science, Technology, and Math	11
	Use of Differential to Reduce the Gap	
4	Salary Increase Differential to “Reduce the Gap” Based on Experience	12
4A	Salary increase Differential to “Reduce the Gap” Based on Academic Needs	13
	Implementation of a Teacher Retention Catch-Up	
5	Salary Increase Differential to Implement a Teacher Retention Catch-Up	14
5A	Teacher Retention Catch-Up: Increase to Current Teachers in Comparison to Placement of Newly Hired Teachers on New Hire Salary Schedule (NEW)	15
	Increases Include Provisions for Teachers Returning from Leave	
6	Salary Schedule: Provisions for Teachers Returning from Leave included in Factor Definitions	17
6A	Academic Needs Defined as Need to Retain Teacher Returning from Leave	19
	Increase for Possession of Literacy Endorsement	
7	Instructional Leadership Defined as Possession of Literacy Endorsement (NEW)	20

2024 MODEL COMPENSATION PLAN #1

Salary Increase

Pool of Funds Divided by Points

A. Salary Range

\$45,000 to \$72,000, not including current year increases or TRF contributions.

B. Base Salary Increase

1. Amount available for base salary increases: \$200,000
2. General Eligibility
 - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
3. Factors and Definitions
 - a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
 - b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
 - c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.
4. Distribution – Points awarded for each factor

Effective or Highly effective	10 points
Experience	2 points
Content area Master’s degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
 - Example: $\$200,000 / 2,000 \text{ points} = \100 per point
- Salary increase amounts are determined by multiplying each teacher’s points by the dollar value per point.
 - Example (12 points awarded): $\$100 * 12 \text{ points} = \$1,200 \text{ increase}$
- The maximum number of points a teacher can earn = 20 points.

The combination of education and experience accounts for 50% of the maximum available salary increase.

5. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

2024 MODEL COMPENSATION PLAN #1A
Salary Increase + Stipend
Increases for Education and Experience Compliant with 50% Requirement

A. Salary Range

\$45,000 to \$72,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

- a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
- c. Possess a content area master's degree – The teacher has a master's degree in a content area as defined by the Indiana Department of Education.

3. Distribution – amounts to be added to a teacher's base salary

- a. Evaluation factor = \$1,000
- b. Experience factor = \$500
- c. Master's degree factor = \$500

The combination of education and experience accounts for 50% of the maximum available salary increase.
($\$1000/\$2,000 = 50\%$)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

C. Stipends

1. Amount of stipend = \$500

2. General Eligibility

Only teachers who receive an evaluation rating of highly effective or effective are eligible for a stipend. A teacher will receive only one stipend, even if the teacher completes more than one of the activities in #3 below.

3. Basis for stipend

- a. Teaching a dual credit or AP class during the current school year.
- b. Completing National Board certification during the current school year.
- c. Making a presentation at a corporation-wide professional development meeting during the current school year.
- d. Serving on a school improvement committee and attending all the committee meetings during the current school year.

4. Distribution

The one-time stipend will be paid with the last payroll for the current school year.

2024 MODEL COMPENSATION PLAN #1B
Salary Schedule: Row and Column Advancement

A. Salary Range

\$45,000 to \$78,000 not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

- a. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- b. A teacher who is currently receiving the highest salary commensurate with the teacher's educational attainment is not eligible for a salary increase.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Possess a content area master's degree – The teacher earned a master's degree in a content area as defined by the Indiana Department of Education after January 1, 2023.

3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)

- a. A teacher in the bachelor's column who satisfies the evaluation rating but does not possess a content area master's degree will advance a row in the bachelor's column.
- b. A teacher in the master's column who satisfies the evaluation rating will advance a row in the master's column.
- c. A teacher in the bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area master's degree (completed after January 1, 2023) will advance to the master's column, but remain in the same row.

The increase for advancing a row in either column is \$1,500.

The increase for advancing a column (but staying in the same row) is \$3,000. \$1,500 is for evaluation rating, and \$1,500 is for the first year of possessing a content area master's degree. (Education = 50% of the increase)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

C. Stipends

A teacher rated effective or highly effective that is receiving the maximum salary commensurate with the teacher's educational attainment, as stated on the 2024-25 salary schedule, will not receive an increase to their base salary, but will receive a stipend in the amount of \$1,500.

Appendix A
2024-25 Salary Schedule

Row	BA/BS	MA/MS
1	\$45,000	\$48,000
2	\$46,500	\$49,500
3	\$48,000	\$51,000
4	\$49,500	\$52,500
5	\$51,000	\$54,000
6	\$52,500	\$55,500
7	\$54,000	\$57,000
8	\$55,500	\$58,500
9	\$57,000	\$60,000
10	\$58,500	\$61,500
11	\$60,000	\$63,000
12	\$61,500	\$64,500
13	\$63,000	\$66,000
14	\$64,500	\$67,500
15	\$66,000	\$69,000
16		\$70,500
17		\$72,000
18		\$73,500
19		\$75,000
20		\$76,500
21		\$78,000
22		\$79,500

\$1,500 for advancing a row in either column: \$1,500 for evaluation rating.

\$3,000 for advancing a column in same row: \$1,500 for evaluation rating, and \$1,500 for first year of possessing a content area master's degree. (Education = 50% of the salary increase).

2024 MODEL COMPENSATION PLAN #2
Salary Increase
Flat Amounts with Evaluation Subfactors

A. Salary Range

\$45,000 to \$75,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

- a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

2. Factors and definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
- c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.

3. Distribution –Amounts to be distributed as base salary increase

- a. Highly Effective evaluation rating = \$800
- b. Effective evaluation rating = \$700
- c. Experience = \$400
- d. Content area master’s degree = \$400

The combination of education and experience accounts for 50% of the maximum available salary increase ($\$800/\$1,600 = 50\%$).

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2024 MODEL COMPENSATION PLAN #2A
Pool of Funds Divided by Points with Evaluation Rating Subfactors

A. Salary Range

\$45,000 to \$72,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. Amount available for base salary increases: \$300,000
2. General Eligibility
 - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
3. Factors and definitions
 - a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
 - b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
 - c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.

4. Distribution – Points awarded for each factor

Highly effective	10 points
Effective	9 points
Experience	2 points
Content area master’s degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
- Salary increase amounts are determined by multiplying each teacher’s points by the dollar value per point.
- The maximum number of points a teacher can earn = 20 points.
- The combination of education and experience account for 50% of the maximum available salary increase.

5. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

2024 MODEL COMPENSATION PLAN #2B
Salary Schedule: Row Advancement Only
Education and Instructional Leadership Subfactors

A. Salary Range

\$45,000 to \$71,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility: Teachers are eligible for a base salary increase if they received an evaluation of “Highly Effective” or “Effective” on their most recent annual evaluation.
2. Factors and Definitions
 - a. Evaluation Rating – The teacher received a highly effective or effective evaluation rating on their most recent evaluation.
 - b. Years of Experience – The teacher was employed at least 120 days by the corporation in the prior school year.
 - c. Possess a Content Area Master’s Degree (Education) – The teacher earned a master’s degree in a content area as defined by 511 IAC 10.1-1-1(9).
 - d. Assignment of Instructional Leadership – The teacher completes at least one of the following: (1) teach a dual credit course; (2) be a volunteer tutor or provide after school hours assistance to students at least 10 hours per semester; or (3) serve as a trainer in a professional development activity that has been pre-approved by the superintendent.
3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A):
 - a. A teacher who satisfies the evaluation rating factor will advance 2 rows.
 - b. A teacher who satisfies the years of experience factor will advance 2 rows.
 - c. A teacher who newly obtained a Master’s Degree in the previous year will advance 4 rows; a teacher who earned a Master’s Degree prior to the previous year will advance 1 row.
 - d. A teacher who satisfies the assignment of instructional leadership will advance* as follows:
 - i. Teaching a dual credit course = 6 rows.
 - ii. Serving as a volunteer tutor or providing after school hours assistance to students at least 10 hours per semester = 2 rows.
 - iii. Serving as a training in a professional development activity that has been pre-approved by the superintendent = 1 row.

*Teachers may advance once for each instructional leadership subfactor, for a maximum movement of 9 rows for this factor.

The increase for advancing a row is \$250.

The experience and education factors accounts for 35% of the maximum available salary increase (\$1,500/\$4,250)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

Appendix A
2024-25 Salary Schedule

Row	Salary (Dollars)
1	45,000
2	45,250
3	45,500
4	45,750
5	46,000
6	46,250
7	46,500
8	46,750
9	47,000
10	47,250
11	47,500
12	47,750
13	48,000
14	48,250
15	48,500
16	48,750
17	49,000
18	49,250
19	49,500
20	49,750
21	50,000
22	50,250
23	50,500
24	50,750
25	51,000
26	51,250
27	51,500
28	51,750
29	52,000
30	52,250
31	52,500
32	52,750
33	53,000
34	53,250
35	53,500
36	53,750
37	54,000
38	54,250
39	54,500

40	54,750
41	55,000
42	55,250
43	55,500
44	55,750
45	56,000
46	56,250
47	56,500
48	56,750
49	57,000
50	57,250
51	57,500
52	57,750
53	58,000
54	58,250
55	58,500
56	58,750
57	59,000
58	59,250
59	59,500
60	59,750
61	60,000
62	60,250
63	60,500
64	60,750
65	61,000
66	61,250
67	61,500
68	61,750
69	62,000
70	62,250
71	62,500
72	62,750
73	63,000
74	63,250
75	63,500
76	63,750
77	64,000
78	64,250
79	64,500
80	64,750

81	65,000
82	65,250
83	65,500
84	65,750
85	66,000
86	66,250
87	66,500
88	66,750
89	67,000
90	67,250
91	67,500
92	67,750
93	68,000
94	68,250
95	68,500
96	68,750
97	69,000
98	69,250
99	69,500
100	69,750
101	70,000
102	70,250
103	70,500
104	70,750
105	71,000
106	71,250
107	71,500
108	71,750
109	72,000
110	72,250
111	72,500
112	72,750
113	73,000
114	73,250
115	73,500
116	73,750
117	74,000
118	74,250
119	74,500
120	74,750
121	75,000

2024 MODEL COMPENSATION PLAN #3

Academic Needs Defined as Need to Retain Teachers Based on their Current Salary Level.

A. Salary Range

\$44,000 to \$78,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior school year.
- c. Academic Need – The importance of retaining teachers in the corporation based on their current salary level.

3. Distribution – amounts to be added to a teacher's base salary

- a. Evaluation rating of highly effective or effective = \$1,000
- b. Year of experience = \$300
- c. Academic Need
 - i. Teacher with salary less than or equal to \$46,000 after increase for evaluation and experience = such amount as will increase their salary to \$47,500.
 - ii. Teacher with salary between \$46,001 and \$47,000 after increase for evaluation and experience = such amount as will increase their salary to \$48,000.
 - iii. Teacher with salary greater than \$47,001 after increase for evaluation and experience = \$1000.

The experience factor accounts for 8.6% of the maximum available salary increase (\$300/\$3,500).

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2024 MODEL COMPENSATION PLAN #3A
Academic Needs Defined as the Subjects of Secondary Science, Technology, and Math

A. Salary Range

\$45,000 to \$73,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and definitions

- a. Evaluation rating means a highly effective or effective evaluation rating for the prior year.
- b. Year of experience means being employed in the corporation for at least 120 days in the prior school year.
- c. Academic Need means teaching any of the following subjects at the secondary level:
 - i. Science
 - ii. Technology
 - iii. Mathematics

3. Distribution – amounts to be added to a teacher’s base salary

- a. Evaluation rating of highly effective or effective = \$1,000
- b. Year of experience = \$300
- c. Academic Needs
 - i. Science = \$2,000
 - ii. Technology = \$1,800
 - iii. Mathematics = \$1,500

The experience factor accounts for 9% of the maximum available salary increase (\$300/\$3,300)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2024 MODEL COMPENSATION PLAN #4
Salary Increase Differential to “Reduce the Gap” based on Experience

A. Salary Range

\$45,000 to \$72,000, not including current year increases or TRF contributions.

B. Average and Gap

The average of the minimum and maximum (i.e., the median) teacher salary = \$58,500

The gap between the minimum and average salaries = \$13,500

C. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and definitions

a. Evaluation rating – The teacher received a highly effective or effective evaluation rating the prior year.

b. Year of experience – The teacher was employed in the corporation for at least 120 days in a given school year.

3. Distribution – amounts to be added to a teacher’s base salary

a. Evaluation rating = \$1,000

b. Years of experience -- **The salary increase for experience is to reduce the gap.**¹

a. Teachers with one or two consecutive years’ experience with the corporation = \$2,000.

b. Teachers with three or four consecutive years’ experience with the corporation = \$1,750

c. Teachers with five to ten years’ experience with the corporation = \$1,500

d. Teachers with eleven or more years’ experience with the corporation = \$1,250

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

D. New minimum and maximum, average, and gap after the “reduce the gap” salary increase is implemented²

New minimum and new maximum = \$47,000 to \$73,250³

The average of the new minimum and maximum (i.e., the median) teacher salary = \$60,125

The gap between the new minimum and average salaries = \$13,125

The gap has been reduced by \$375.

¹ The specific increase differential that is used to reduce the gap must be clearly identified.

² Note: The increase for experience is exempt from the 50% cap because the specific salary increase to reduce the gap is based on a factor, clearly identified, and actually reduces the gap.

³ For purposes of determining if the gap has been reduced by the specific salary increase, the new minimum and maximum salaries are determined by adding the “reduce the gap” increase to the previous minimum salary and to the previous maximum salary. In this case the new minimum is \$47,000 (\$45,000 + \$2,000), and the new maximum is \$73,250 (\$72,000 + \$1,250).

2024 MODEL COMPENSATION PLAN #4A
Salary Increase Differential to “Reduce the Gap” based on Academic Needs

A. Salary Range

\$45,000 to \$72,000, not including current year increases or TRF contributions.

B. Average and Gap

The average of the minimum and maximum (i.e., median) teacher salary = \$58,500

The gap between the minimum and average salaries = \$13,500

C. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and definitions

a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.

b. Academic need – The need to retain teachers whose current salary is less than \$47,000.

3. Distribution – amounts to be added to a teacher’s base salary

a. Evaluation rating = \$1,250

b. Academic Needs – **The salary increase for academic needs is to reduce the gap.**¹

i. Teachers whose current salary is between \$45,000 and \$45,499 = \$2,000

ii. Teachers whose current salary is between \$45,500 and \$45,999 = \$1,750

iii. Teachers whose current salary is between \$46,000 and \$46,999 = \$1,500

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

D. New minimum and maximum, average, and gap after the “reduce the gap” salary increase is implemented

New minimum and new maximum = \$47,000 to \$72,000²

The average of the new minimum and maximum (i.e., median) salary = \$59,500

The gap between the new minimum and average salaries = \$12,500

The gap has been reduced by \$1,000

¹ The specific increase differential that is used to reduce the gap must be clearly identified.

² For purposes of determining if the gap has been reduced by the specific salary increase, the “new” minimum is the sum of the old minimum + the “reduce the gap” increase. The new maximum is the sum of the old maximum + the “reduce the gap” increase. In this case, the new minimum is \$47,000 (\$45,000 + \$2,000), and the maximum remains the same (\$72,000 + \$0).

2024 MODEL COMPENSATION PLAN #5
Salary Increase Differential to Implement a Teacher Retention Catch-Up

A. Salary Range

\$45,000 to \$77,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of Experience – The teacher was employed in the corporation for at least 120 days in a given school year.
- c. Academic need – The need to retain teachers with one or more years' experience with a salary at or below the new teacher minimum by increasing these teachers' salaries up to an additional \$2,000 in comparison to the increase in the new teacher minimum salary.

3. Distribution – amounts to be added to a teacher's base salary

- a. Evaluation rating = \$1,000
- b. Experience = \$250
- c. Academic Needs – **The salary increase for academic needs is a teacher retention catch-up**¹
 - i. Teachers with at least 1 year of experience whose current salary is \$45,000 prior to increases = \$2,000.
 - ii. Teachers with at least 2 years of experience whose current salary is \$45,500 or less prior to increases = \$1,750.
 - iii. Teachers with at least 3 years of experience whose current salary is \$46,000 or less prior to increases = \$1,500.
 - Experience accounts for approximately 7.7% of the total possible increase (\$250/\$3,250).²

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

C. Teacher Retention Catch-Up New Teacher Salary Comparison

2023-24 New Teacher Starting Minimum Salary = \$45,000

2024-25 New Teacher Starting Minimum Salary = \$47,000

Increase in New Teacher Starting Minimum Salary = \$2,000

¹ The specific salary increase that is used to implement the teacher retention catch-up must be clearly identified.

² Because the academic needs increase is designated as a teacher retention catch-up, it is exempt from the 50% calculation despite including an experience component.

2024 MODEL COMPENSATION PLAN #5A

Implement a Teacher Retention Catch-Up by Increasing Current Teacher Salary Up to the Starting Salary of Newly Hired Teachers with the Same Qualifications Using Salary Schedule

A. Salary Range

\$45,000 to \$75,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation Rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Academic Needs – The need to retain teachers with one or more years' experience by adjusting the salary of current teacher up to the amount identified on the New Hire Salary Schedule (Appendix A) for a new teacher with equivalent experience and education.

3. Distribution – amounts to be added to a teacher's base salary (applied in the following order)

- a. Evaluation Rating = \$1,000
- b. Academic Needs – **The salary increase for academic needs is a teacher retention catch-up.**¹
If, after receiving the \$1,000 increase for evaluation rating, a current teacher's salary is less than the amount a new teacher with comparable experience and education would receive based on the New Teacher Salary Schedule, an additional increase in the amount of the difference will be provided.

Experience and education account for 0% of the total possible increase.²

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

C. New Hire Salary

Newly hired teachers will be placed onto the New Hire Salary Schedule (included as Appendix A) in the row that matches the years of documented teaching experience (up to 10) and in the column (Bachelor's or Master's) that matches the level of educational attainment. Placement in the Master's column is based on possession of a content area³ master's degree.

¹ The specific salary increase that is used to implement the teacher retention catch-up must be clearly identified.

² Because the academic needs increase is used to implement a teacher retention catch-up, it is exempt from the 50% limitation despite including both experience and education components.

³ Content area as defined by IDOE.

2024 Model Compensation Plan #5A
Appendix A: 2024-25 New Hire Salary Schedule

Years of Experience	Bachelor's Degree	Master's Degree
0	\$45,000	\$47,000
1	\$46,500	\$48,500
2	\$48,000	\$50,000
3	\$49,500	\$51,500
4	\$51,000	\$53,000
5	\$52,500	\$54,500
6	\$54,000	\$56,000
7	\$55,500	\$57,500
8	\$57,000	\$59,000
9	\$58,500	\$60,500
10+	\$60,000	\$62,000

2024 MODEL COMPENSATION PLAN #6
Provisions for Teachers Returning from Leave included in Factor Definitions

A. Salary Range

\$45,000 to \$74,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility: Teachers are eligible for a base salary increase if they received an evaluation of “Highly Effective” or “Effective” on their most recent annual evaluation and either worked for the School Corporation at least 120 days or were on Board approved leave during the prior school year.
2. Factors and Definitions
 - A. Evaluation Rating – The teacher received a highly effective or effective evaluation rating on their most recent evaluation.
 - B. Years of Experience – The teacher worked 120 days in the corporation in the prior school year or was on Board approved leave during the prior year.
 - C. Assignment of Instructional Leadership – The teacher completes at least one of the following: (1) teach a dual credit course; (2) be a volunteer tutor or provide after school hours assistance to students at least 10 hours per semester; or (3) serve as a trainer in a professional development activity that has been pre-approved by the superintendent.
3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)
 - A. A teacher who satisfies the evaluation rating factor will advance 2 rows.
 - B. A teacher who satisfies the years of experience factor will advance 1 row.
 - C. A teacher who satisfies the assignment of instructional leadership will advance 1 row.
Note: a teacher may advance no more than 1 row for instructional leadership, regardless of the number of instructional leadership criteria met.

The increase for advancing a row is \$1,000.

The experience factor accounts for 25% of the maximum available salary increase (\$1,000/\$4,000)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

Appendix A
2024-25 Salary Schedule

Row	Salary
1	\$45,000
2	\$46,000
3	\$47,000
4	\$48,000
5	\$49,000
6	\$50,000
7	\$51,000
8	\$52,000
9	\$53,000
10	\$54,000
11	\$55,000
12	\$56,000
13	\$57,000
14	\$58,000
15	\$59,000
16	\$60,000
17	\$61,000
18	\$62,000
19	\$63,000
20	\$64,000
21	\$65,000
22	\$66,000
23	\$67,000
24	\$68,000
25	\$69,000
26	\$70,000
27	\$71,000
28	\$72,000
29	\$73,000
30	\$74,000

2024 MODEL COMPENSATION PLAN #6A
Academic Needs Defined as Need to Retain Teachers Returning from Leave

A. Salary Range

\$45,000 to \$78,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility: Teachers rated ineffective or improvement necessary in the prior school year are not eligible for any salary increase in the current year and remain at their prior year salary.
2. Factors and Definitions
 - a. Evaluation Rating – The teacher received a highly effective or effective evaluation rating in the prior school year.
 - b. Years of Experience – The teacher was employed 120 days by the corporation in the prior school year.
 - c. Academic Needs – The need to retain teachers who were on Board approved leave during the prior year.
3. Distribution – amounts added to base salary
 - a. A teacher who satisfies the evaluation rating factor will receive \$1,000.
 - b. A teacher who satisfies the years of experience factor will receive \$500.
 - c. A teacher who is returning from a Board approved leave term which began in a prior school year will receive the same salary increase they would have received had they worked 120 days and received an effective or highly effective rating in the prior school year (i.e., \$1,500).
 - The experience factor accounts for 33% of the maximum available salary increase (\$500/\$1,500)
4. Redistribution
Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2024 MODEL COMPENSATION PLAN #7
Instructional Leadership Defined As Possession of a Literacy Endorsement

A. Salary Range

\$45,000 to \$75,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and definitions

- a. Evaluation rating: highly effective or effective evaluation rating for the prior year.
- b. Year of experience: employed in the corporation for at least 120 days in the prior school year.
- c. Instructional Leadership: possession of a teaching license with a literacy endorsement.

3. Distribution – amounts to be added to a teacher’s base salary

- a. Evaluation rating of highly effective or effective = \$1,000
- b. Year of experience = \$500
- c. Instructional Leadership = \$100

The experience factor accounts for 31.25% of the maximum available salary increase (\$500/\$1,600)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.