

IC 20-25.7-6

Chapter 6. Career Pathways Pilot Program

IC 20-25.7-6-1

"Career pathway teacher"

Sec. 1. As used in this chapter, "career pathway teacher" means a qualified teacher participating in a school corporation's pilot program.
As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-2

"Pilot program"

Sec. 2. As used in this chapter, "pilot program" refers to the career pathways pilot program established by section 4 of this chapter.
As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-3

"Qualified teacher"

Sec. 3. As used in this chapter, "qualified teacher" refers to a teacher who works in the classroom providing instruction and who is not instructional support personnel.
As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-4

Establishment of program

Sec. 4. (a) The career pathways pilot program is established. Only a school that has been established or reconstituted as an innovation network school may participate in the career pathways pilot program. The pilot program is established to provide for, in addition to base salary and other applicable supplements, differentiated pay for qualified teachers based on a qualified teacher's demonstrated effectiveness and additional responsibilities in advanced roles.

(b) The state board shall administer the program.

(c) An innovation network school may be awarded a grant from the innovation network school grant fund established by IC 20-25.7-7-1 for the development and implementation of a career pathways pilot program.

As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-5

State board responsibilities and duties; application; requirements

Sec. 5. (a) Before August 31, 2015, the state board shall develop the pilot program and establish the duties that are associated with advanced roles necessary for qualified teachers consistent with this section.

(b) A board may apply to the state board to participate in the pilot program beginning in the 2016-2017 or the 2017-2018 school year by submitting a proposed plan to the state board in a time frame prescribed by the state board. A proposed plan may consist of a plan

approved by the board under IC 20-25.7-4-3 as long as it meets the additional requirements provided in this section. The proposed plan must focus on the leadership capacity and commitment of the school corporation to develop career pathways that meet the requirements of this section and must be widely applicable across Indiana, as demonstrated by prior efforts to advance:

- (1) teaching excellence;
- (2) on the job development for teachers;
- (3) teacher leadership; or
- (4) leadership design.

(c) A career pathways plan developed under subsection (b) must meet, at a minimum, the following criteria:

- (1) Enable qualified teachers to progress within their career and become career pathway teachers by doing any of the following:
 - (A) Assuming advanced roles that include accountability for student growth across a team of teachers.
 - (B) Assuming advanced roles that include accountability as the teacher of record for more students.
- (2) Provide information in a form readily accessible to both teachers and the public concerning the criteria and the procedures for selection as a career pathway teacher.
- (3) Require a qualified teacher to be rated as highly effective under IC 20-28-11.5-4 to be eligible to participate in the pilot program.
- (4) Increase the amount of time during the school day for a career pathway teacher to plan, collaborate on, and participate in on the job development or leadership of other teachers.
- (5) Establish equally stringent eligibility requirements for a career pathway teacher to remain in an advanced role as those required to initially attain that role.
- (6) Establish a procedure for determining whether a career pathway teacher is successfully performing the additional duties associated with the career pathway.
- (7) Ensure that a career pathway teacher may opt out of the career pathways plan by voluntarily relinquishing additional duties associated with the career pathway.
- (8) Pay career pathway salary supplements in an amount equal to at least:
 - (A) twenty-five percent (25%) of the career pathway teacher's salary based on the state average teacher salary at the time the plan is submitted if the career pathway teacher leads teams of two (2) or more teachers and is the teacher of record for all the students served by the teaching team; or
 - (B) ten percent (10%) of the career pathway teacher's salary based on the state average teacher salary at the time the plan is submitted if the career pathway teacher performs additional duties or functions that are specified in the school corporation's plan and approved by the state board that enable the teacher to effectively serve additional students.

- (9) Require that a career pathway teacher who:
- (A) fails to maintain a rating of highly effective under IC 20-28-11.5-4; or
 - (B) is not successfully performing the additional duties associated with the career pathway;
- shall be paid only the salary applicable to the career pathway teacher based on the local salary schedule adopted under IC 20-28-9-1.5 and any other local supplements that would otherwise apply to the career pathway teacher's compensation.
- (10) Require that a career pathway teacher who opts out of the career pathways plan shall be paid only the salary applicable to the career pathway teacher based on the local salary schedule adopted under IC 20-28-9-1.5 and any other local supplements that would otherwise apply to the career pathway teacher's compensation.
- (11) Achieve financial sustainability for career pathway salary supplements by reallocating other funds, including local, private, state, or federal funds.
- (12) Develop measures for determining how the career pathways plan must do the following:
- (A) Improve the quality of classroom instruction.
 - (B) Increase the attractiveness of teaching.
 - (C) Encourage the recognition, effectiveness, and retention of high quality teachers.
- (13) Increase the reach of highly effective teachers by requiring, by the third year of implementation of the plan, that at least seventy-five percent (75%) of students in each school included in the school corporation's plan have a teacher of record, in at least language arts, mathematics, social studies, and science, who is rated as highly effective.

As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-6

Collective bargaining

Sec. 6. Employees who participate in the pilot program under this chapter are members of the bargaining unit of the innovation network school. However, salary increases may not be collectively bargained for employees who participate in the pilot program under this chapter, but shall be determined according to the plan approved under section 5 of this chapter.

As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-7

Adoption of rules

Sec. 7. The state board shall adopt rules under IC 4-22-2 to implement this chapter.

As added by P.L.214-2015, SEC.2.

IC 20-25.7-6-8

Expiration of chapter

Sec. 8. This chapter expires July 1, 2018.
As added by P.L.214-2015, SEC.2.