

ARTICLE VII PROFESSIONAL COMPENSATION

Section 1: Salary Range

The salary range for the 2019-2020 school year is \$45,200 to \$82,800, not including TRF contributions.

The salary range for the 2020-2021 school year is \$47,800 to \$90,000, not including TRF contributions.

At the beginning of the 2019-2020 school year, the salaries of returning full-time teachers were between \$42,587 to \$74,920.

Section 2: Base Salary Increases

A. General Eligibility

A teacher is not eligible for a salary increase and will remain at their prior year salary if:

- i. The teacher received an evaluation rating of ineffective or improvement necessary in the prior school year; or
- ii. The teacher did not complete a year of service (120 days), except for those with fewer than 120 days of service in the prior school year whose base salary is less than the starting base salary for a new teacher without any experience, in which case the teacher's base salary will be increased so that it is the same as a new starting teacher (\$45,200 for the 2019-2020 school year and \$47,800 for the 2020-2021 school year; see Section C (iv)(e) below).

B. Factors and Definitions

- i. Evaluation Rating – A teacher who was evaluated and received a rating of highly effective or effective for the prior school year and did not receive an evaluation with a rating of ineffective or improvement necessary.
- ii. Year of Experience – The teacher was employed in the corporation and worked as a teacher for at least 120 days in the prior school year.
- iii. Academic Need – The importance of attracting and retaining teachers in IPS who, as identified below in Section C (iv), teach in certain subject areas and/or have effective IPS teaching service beyond novice years.

C. Distribution (Amounts to be Added to a Teacher's Base Salary)

- i. Highly Effective Evaluation Rating: \$2,300
- ii. Effective Evaluation Rating: \$2,000

- iii. Year of Experience: \$600
- iv. Academic Needs of Students:
 - a. Served as certified Special Education Teacher or service provider in the prior school year: \$500
 - b. Served as certified STEM core content & STEM CTE teachers or as appropriately credentialed dual credit course in the prior school year: \$500
 - c. Completed two (2) to ten (10) years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year: \$800
 - d. Completed eleven (11) or more years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year: \$400
 - e. Any teacher without an ineffective or improvement necessary rating and with fewer than 120 days of service in the prior school year whose base salary is less than \$45,200 will increase their base salary to \$45,200 for the 2019-2020 school year, and those whose base salary is less than \$47,800 will increase their base salary to \$47,800 for the 2020-2021 school year.

D. For school year 2019-2020 only, based on the Academic Needs of IPS to retain teachers who have effective IPS teaching service beyond novice years and because those teachers are being paid below market due to the past multi-year salary freeze within IPS, a teacher who satisfies both the Evaluation Rating and the Year of Experience eligibility requirements in the prior school year will receive the greater amount of the following:

(1) The salary increase that the teacher is eligible to receive based on the factors identified in Section C (i)-(iv) above;

OR

(2) A one-time salary adjustment based on the following experience bands:

Experience Band	Increase Amount
3-4 years of teaching service	\$4,800
5-10 years of teaching service	\$7,100
11-18 years of teaching service	\$9,400
19-21 years of teaching service	\$7,300
22-27 years of teaching service	\$5,700
28-41 years of teaching service	\$4,500
42-49 years of teaching service	\$4,400

E. The salary increases for the 2019-2020 school year are effective starting July 25, 2019. No other monetary provisions of this Agreement are retroactive. In order to receive the retroactive payment for an increase, an eligible teacher must have been employed with IPS as of the ratification date of this Agreement.

F. **For school year 2020-2021 only**, a teacher who satisfies the Eligibility requirements in the prior school year (see Section A above) will receive a salary increase based on the factors identified in Section C (i)-(iv) above.

G. The salary increases for the 2020-2021 school year are effective starting July 25, 2020.

D. Redistribution

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be redistributed to all eligible teachers rated effective or highly effective. The redistribution will be paid in the form of a stipend at the end of the school year.

Section 3: Newly Hired Teachers

IPS has the discretion to set the salary for a newly hired teacher anywhere within the salary range for the corresponding school year identified above in Section 1.