

ARTICLE VII PROFESSIONAL COMPENSATION

Section 1: Salary Range.

At the beginning of the 2023-2024 school year, the salaries of returning full-time teachers were between \$50,400 to \$90,000.

The salary range for the 2023-2024 school year is anticipated to be \$51,900 to \$94,000, not including TRF (the Indiana Teachers' Retirement Fund, a division of the Indiana Public Retirement System) contributions.

The salary range for the 2024-2025 school year is anticipated to be \$53,460 to \$94,000, not including TRF contributions.

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 contract days worked). However, no teacher's salary will be below the minimum (\$51,900 for 2023-2024 and \$53,460 for 2024-2025), unless the lower salary is a result of an ineffective or needs improvement evaluation rating.

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 by IPS and worked as a teacher for at least 120 contract days in the prior school year.
- iii. **Academic Needs** – The importance of attracting and retaining teachers in IPS who, as identified below in Section C (iii), 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)

The total increase to a qualifying teacher's base salary is a combination of the factors outlined below. Base pay increases for qualifying teachers will range from \$1,850 to \$2,790 for 2023-2024 and \$1,900 to \$2,870 for 2024-2025.

i. Evaluation Rating

a. Highly Effective Evaluation Rating:

- Year 1: \$1,290
- Year 2: \$1,310

b. Effective Evaluation Rating:

- Year 1: \$1,050
- Year 2: \$1,070

ii. Year of Experience:

- Year 1: \$530
- Year 2: \$550

iii. Academic Needs of Students:

a. Served as a certified Special Education Teacher, ENL Teacher, School Psychologist, and/or Social Worker (in each case, excluding teachers on emergency permits) in the prior school year:

- Year 1: \$530
- Year 2: \$550

b. Served as a certified STEM core content/STEM CTE teacher and/or appropriately credentialed dual credit course (in each case, excluding teachers on emergency permits) in the prior school year:

- Year 1: \$530
- Year 2: \$550

c. Completed one (1) to seven (7) years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year:

- Year 1: \$440
- Year 2: \$460

d. Completed eight (8) or more years of effective IPS teaching service at the time of the effective date of the salary increases for the corresponding school year:

- Year 1: \$270
- Year 2: \$280

- D. The salary increases for the 2023-2024 school year are effective starting July 23, 2023. 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.
- E. The salary increases for the 2024-2025 school year are effective starting the first contract day of the 2024-2025 school year.
- F. 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 equally 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. IPS, when exercising such discretion, shall (i) consider targeted investments in new hire compensation to maintain competitiveness with the relevant labor market, and (ii) follow a fair and consistent process that considers internal pay equity and pay band compression. IPS and IEA recognize the inherent tension that exists between responding to the labor market and ensuring internal equity; therefore, IPS will carefully balance both considerations and upon reasonable request provide IEA data concerning IPS' application of this provision to its salary decisions.

Section 4: 26 Pays.

Compensation earned by teachers during a school year will be paid in twenty-six (26) equal installments during the year. The first pay date for the school year is the 2nd Friday in August.

Section 5: Returning Teachers – Frozen Education Pay.

As required by I.C. 20-28-9-1.5, a teacher who was employed as a teacher at IPS before October 1, 2014 and has remained employed by IPS as a teacher will continue to receive educational or "lane" pay determined by degree status as of September 2, 2014.