

SB 1, Teacher Evaluations.

Major provisions in its current form:

- **Meaningful, annual evaluations:** Requires local districts to develop teacher and principal evaluation systems considering multiple measures. Students' academic growth and performance would be one part of a comprehensive evaluation system examining multiple factors.
- **Performance Rating Categories:** Requires annual performance evaluations to differentiate teachers and principals fairly, accurately, and credibly along four discrete rating categories:
 - Highly Effective;
 - Effective;
 - Improvement Necessary; or
 - Ineffective.

While educators must be placed in categories, the state will not mandate a certain percentage of educators be placed in each category.

- **Teacher Pay:** SB 1 enables school corporations to develop systems that reward great teachers with more pay.
 - Current teacher salaries will not be reduced by SB 1.
 - Teachers will be able to receive salary increases based on teacher's evaluation results as well as students' needs, leadership roles and seniority/degrees held.
 - Seniority and degrees earned together may count for up to one-third of the considerations used to determine teachers' pay increases.
 - No additional funding will be required for these salary increases; this is a new way of thinking about compensation models, and the DOE will develop model compensation systems.
- **Teacher Classifications:**
 - SB 1 provides protections based on performance rather than seniority. The proposal changes the current non-permanent, semi-permanent and permanent status categories to probationary, professional, and established.
 - The new titles are better linked to teachers' performance in the classroom.
 - All current teachers will be "established" teachers and cannot be dismissed for performance until receiving two consecutive ineffective ratings or three ineffective or improvement necessary ratings in a five-year period.
 - All new teachers will be probationary and can be dismissed after one ineffective rating. Probationary teachers earning three effective or highly effective ratings in a five-year period become professional teachers and cannot be dismissed until receiving two ineffective ratings.
- **Due Process for Teachers:** SB 1 does not eliminate due process for teachers.
 - SB 1 aims to align teacher due process with current principal due process and make it more focused on demonstrated teacher effectiveness based on locally-developed, multi-faceted evaluations.
 - The higher a teacher's status, the more ineffective ratings it takes to remove a teacher from the classroom.
 - Teachers facing dismissal are given the right to a conference with the local superintendent and the school board and may have representation with them at the conferences.
- **Operational efficiencies**
 - Requires the DOE (partnering with an outside entity like Cummins) to develop a program to address operational efficiencies in school corporations.
 - Focus will be on procurement, especially in areas like technology.
 - Cummins operational efficiency project at Bartholomew County schools found an 18% savings in operating costs – without touching a single salary or benefit.
- **Parent Accountability:**

- Current law requires parents to ensure their children attend school.
- SB 1 requires every school corporation to include a definition of “attendance” in the school policies and to define excused and unexcused absences.
- If a student is in violation of the attendance statute, the parents must receive notification from the superintendent before action can be pursued against the parent.
- SB 1 expands the options available to a superintendent for delivering personal notice to the parent of a habitually absent child.
- Superintendents or their designees are also required to report habitually absent children to the juvenile court or Department of Child Services.

SB 575, Collective Bargaining

Major provisions:

- **Bargainable Items:** SB 575 would not eliminate teachers’ collective bargaining rights; it would merely focus contracts negotiated between teachers’ unions and school corporations on salaries and clearly defined wage-related benefits.
- **Discussable Items:** SB 575 requires the school corporation to discuss the following items with teachers:
 - Curriculum development and revision.
 - Textbook selection.
 - Teaching methods.
 - Hiring, evaluation, promotion, demotion, transfer, assignment, and retention of certificated employees.
 - Student discipline.
 - Expulsion or supervision of students.
 - Pupil/teacher ratio.
 - Class size or budget appropriations.
 - Safety issues for students and employees in the workplace, except those items required to be kept confidential by state or federal law.
 - Hours.
- **Length of Contracts:** SB 575 provides that a contract may not extend beyond Dec. 31 of the second year of the state budget biennium. In other words, contracts may only cover the period covered by the state budget biennium. Note: The state budget biennium spans July 1 of one year to June 30 two years later, but schools are paid under that budget on the two calendar years beginning the January 1 after the budget takes effect.
- **Collective Bargaining Process:**
 - Provides that collective bargaining on a new contract cannot begin before August 1 in the first year of the state budget biennium.
 - An impasse is declared after 60 days of bargaining collectively.
 - In the event of an impasse, a mediator is appointed from the staff of the Indiana Education Employment Relations Board (IEERB) to oversee mediation sessions between the two parties.
 - If an agreement is still not reached after mediation, a fact-finding process is initiated that will result in a binding agreement.
 - The fact finder’s order must be restricted to items permitted to be bargained under the bill, and the factfinder must select from one of the two last, best offers. The order may not put the employer in a position of deficit financing.
 - Either party can appeal the fact finder’s order to the IEERB, which must make a final ruling within 30 days of receiving the appeal.

HB 1002, Charter Schools

Major provisions in its current form:

- **Expanded Sponsors:**
 - Creates the State Charter School Board with statewide sponsoring authority.
 - Grants sponsoring authority to four-year, non-profit private colleges and universities in the state.
- **Enrollment Criteria:**
 - All charter schools must be open to any student who resides in Indiana. If there are more applicants than slots at a school, the school must conduct a random drawing during a public meeting to fill the slots.
- **Teacher Licensure Requirements:**
 - Requires at least 90 percent of the teachers in a charter school to be licensed or in the process of obtaining teachers licenses.
 - Requires IDOE to establish an alternative licensing program that allows individuals to earn a license to teach in a charter school if he/she holds a bachelor's degree with a GPA of at least 3.0 in the content area he/she intends to teach. These alternatively-licensed teachers would not count toward the 90 percent threshold outlined above.
- **Transportation Funding:**
 - Does NOT allow charters to tap dollars from traditional public schools' transportation levies.
- **Virtual Charter Schools:**
 - Ends the virtual pilot program and allows virtual charter schools to apply for sponsorship from any statewide sponsor.
 - Increases funding for virtual charter schools to 85 percent of the statewide average basic tuition support, plus any special education grants to which the virtual charter school is entitled.
 - Provides that at least 60% of students enrolling in virtual charter schools for the first time must have been included in the state's Average Daily Membership (ADM) count the previous year.
- **Conversion Charter Schools:**
 - An existing public school may be converted to a charter school if all of the following conditions apply:
 - At least 51 percent of the parents of students who attend the school have signed a petition requesting the conversion;
 - The school has been placed in either of the two lowest performance categories for two consecutive years; and
 - The school board votes to approve the conversion.
- **Accountability:**
 - Upon 30 days notice, the State Board of Education (SBE) may require a sponsor to appear at a hearing if the sponsor has renewed a charter or failed to close a charter school that has been an "F" school for six years. After the hearing, the SBE may implement at least one of the following sanctions unless it finds sufficient justification for the charter school's performance:
 - Transfer the sponsor;
 - Order the closure; or
 - Cut the administration fee by up to one-half.
 - If the State Board of Education has closed or transferred sponsorship of at least 25% of a sponsor's charter schools, that sponsor's authority to sponsor new charters may be suspended. The SBE must identify deficiencies that led to the suspension the sponsor may correct those and regain its ability to sponsor charters.
- **Access to Unused Traditional School Buildings:**

- Establishes a process for charter schools to buy or lease an unused building owned by a traditional school corporation for \$1.
- **Health Care Plans**
 - Allows charter schools to participate in the state employee health insurance plan.

HB 1003, Choice Scholarships (Vouchers)

Major provisions in its current form:

- **Scholarship Eligibility:**
 - Only available to Indiana residents age 5-22.
 - Students must have been enrolled in a public school for the two semesters preceding use of a choice scholarship (kindergarten semesters do not count toward this requirement); or
 - Receive a scholarship from a scholarship granting organization or a choice scholarship in a preceding school year.
 - Must meet income eligibility requirements outlined below.
- **Income Requirements:**
 - Students from households with an annual income not exceeding the amount required to qualify for the free or reduced price lunch program (approximately \$41,000 for a family of four) are eligible to receive a choice scholarship worth 90 percent of their state tuition support.
 - Students from households with an annual income not exceeding 150 percent of the amount required to qualify for the free or reduced price lunch program (approximately \$61,000 for a family of four) are eligible to receive a choice scholarship worth 50 percent of their state tuition support.
 - The maximum scholarship amount is set at \$4,500 per year for students in grades 1 through 8; there is no limit for high school.
- **Caps on Scholarships**
 - Limits the total number of choice scholarships awarded in the 2011-2012 school year to 7,500.
 - Limits the total number of choice scholarships awarded in the 2012-2013 school year to 15,000.
 - Removes the cap on choice scholarships after the 2012-2013 school year.
- **Tax deduction**
 - Provides a \$1,000 tax deduction for parents of private school students where the educational expenditure is unreimbursed.
- **Accountability**
 - Private schools participating in the scholarship program would have to be approved by the state, participate in ISTEP+ and be graded on the A through F scale similar to public schools.
 - Participating schools will also be required to offer instruction in certain subject areas, similar to public schools.