
HOUSE BILL No. 1424

DIGEST OF INTRODUCED BILL

Citations Affected: IC 20-28.

Synopsis: Teacher recruitment and retention. Establishes a teacher recruitment and retention fund, administered by the department of education, to: (1) attract qualified teachers to geographic areas of Indiana where a critical shortage of teachers exists; and (2) retain qualified teachers in teacher shortage areas; by providing student loan repayment assistance. Provides that as a condition of participating in the program and receiving student loan repayments, a teacher must agree to employment as a licensed teacher in a school district located in a teacher shortage area for at least five years. Establishes the goal that by 2025, there will be at least one teacher who is certified by the National Board for Professional Teaching Standards (national board) in every public school. Establishes the teachers' national board certification incentive fund for purposes of: (1) funding stipends of \$200 per day for two days for teachers preparing for national board certification; (2) reimbursing 75% of the national board certification fee; (3) funding stipends for national board certified teachers who serve as mentors to other teachers; (4) reimbursing school corporations for the cost of paying teachers who have attained national board certification as of July 1, 2013, or thereafter an annual salary supplement of \$2,000 for the life of the certificate; and (5) reimbursing school corporations for the cost of employing substitute teachers for teachers who are national board certification candidates. Requires a school corporation to allow a teacher pursuing national board certification at least five days of released time during the school year.

Effective: July 1, 2013.

Porter

January 22, 2013, read first time and referred to Committee on Education.

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First Regular Session 118th General Assembly (2013)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2012 Regular Session of the General Assembly.

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HOUSE BILL No. 1424



A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 20-28-13 IS ADDED TO THE INDIANA CODE
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2013]:

4 **Chapter 13. Teacher Recruitment and Retention Fund**

5 **Sec. 1. As used in this chapter, "fund" refers to the teacher**
6 **recruitment and retention fund established by section 2 of this**
7 **chapter.**

8 **Sec. 2. (a) The teacher recruitment and retention fund is**
9 **established.**

10 **(b) The purpose of the fund is to attract additional qualified**
11 **teachers to the geographic areas of Indiana where there is a critical**
12 **shortage of teachers, as determined by the department, by granting**
13 **loan repayment assistance authorized under this chapter to eligible**
14 **applicants.**

15 **(c) The fund consists of appropriations to the fund and gifts,**
16 **grants, devises, or bequests made to the state to achieve the**
17 **purposes of the fund.**



1 (d) The fund shall be administered by the department. The
 2 expenses of administering the fund shall be paid from money in the
 3 fund.

4 (e) Loan repayment assistance payments shall be made from the
 5 fund by the treasurer of state upon a warrant issued by the auditor
 6 of state in accordance with rules adopted by the state board.

7 Sec. 3. The department shall receive and consider all
 8 applications for loan repayment assistance received from teachers
 9 with outstanding guaranteed student loans made, issued, or
 10 guaranteed under a program authorized by Title IV of the federal
 11 Higher Education Act of 1965 (20 U.S.C. 1070 et seq.).

12 Sec. 4. (a) To qualify for loan repayment assistance for student
 13 loans under this chapter, an applicant must:

- 14 (1) hold a license to teach under IC 20-28-5;
- 15 (2) complete at least one (1) year of teaching service in a
 16 geographic area of Indiana where a critical shortage of
 17 teachers exists, as determined by the department;
- 18 (3) agree in writing to the employment requirements set forth
 19 in section 6 of this chapter; and
- 20 (4) meet any additional criteria established by the
 21 department.

22 (b) For each year for which a teacher qualifies under subsection
 23 (a), the department may grant loan repayment assistance to the
 24 teacher in an amount not to exceed the lesser of:

- 25 (1) fifty percent (50%) of the total principal and interest of
 26 the guaranteed student loans owed by the teacher during the
 27 year for which the teacher qualifies under subsection (a); or
- 28 (2) three thousand dollars (\$3,000).

29 (c) The loan repayment assistance granted to a qualified teacher
 30 under this chapter must be used to reduce the principal and
 31 interest on a guaranteed student loan owed by that qualified
 32 teacher. The years of service rendered to obtain loan repayment
 33 assistance for student loans must be consecutive and may not
 34 exceed five (5) years. The maximum amount of loan repayment
 35 assistance that may be granted to any qualified teacher is fifteen
 36 thousand dollars (\$15,000).

37 Sec. 5. A qualified teacher must apply for a loan repayment on
 38 a form supplied by the department. The department shall consider
 39 each application and determine the eligibility of the applicant for
 40 the loan repayment assistance.

41 Sec. 6. (a) Before being granted loan repayment assistance
 42 under this chapter, a teacher must enter into a contract with the

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1 department agreeing to the terms and conditions upon which the
2 loan repayment assistance will be granted to the teacher.

3 (b) As a condition of being granted loan repayment assistance
4 under this chapter, a teacher must agree to employment for a
5 period of at least five (5) years as a licensed teacher in a school
6 district located in a geographic area of Indiana where a critical
7 shortage of teachers exists, as determined by the department.

8 (c) Service rendered by a teacher in a geographic area where a
9 critical shortage of teachers exists, as determined by the
10 department, before that teacher becomes a participant in the
11 program may not be considered to have fulfilled the employment
12 commitment required by subsection (b).

13 (d) A loan recipient who fails to comply with the employment
14 commitment required by subsection (b) in any required school year
15 is immediately in breach of contract and immediately becomes
16 liable to the department for the sum of all loan payments awarded
17 to that person, less one-third (1/3) of that sum for each year that
18 service was rendered, plus interest accruing at the current federal
19 Stafford Loan rate at the time the breach occurs.

20 **Sec. 7.** The department shall maintain complete and accurate
21 records in implementing the fund, including records of the
22 following:

23 (1) The receipt, disbursement, and uses of money from the
24 fund.

25 (2) The number of applications for loan repayment assistance.

26 (3) The number and amount of loans for which loan
27 repayment assistance has been provided by the department.

28 (4) Other pertinent information requested by the department.

29 **Sec. 8.** The state board may adopt rules under IC 4-22-2
30 necessary to carry out this chapter, including rules governing the
31 enforcement of any employment requirements and repayment
32 requirements.

33 SECTION 2. IC 20-28-14 IS ADDED TO THE INDIANA CODE
34 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
35 JULY 1, 2013]:

36 **Chapter 14. National Board Certification Incentives**

37 **Sec. 1.** The general assembly establishes a goal that by 2025
38 there will be at least one (1) national board certified teacher in
39 every public school.

40 **Sec. 2.** As used in this chapter, "fund" refers to the teachers'
41 national board certification incentive fund established by section
42 6 of this chapter.

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1 **Sec. 3.** As used in this chapter, "mentor" means a highly skilled,
2 experienced teacher who provides systematic and ongoing support
3 and assistance to other teachers in a school or school corporation
4 to help the other teachers improve their teaching skills and
5 practices.

6 **Sec. 4.** As used in this chapter, "national board" refers to the
7 National Board for Professional Teaching Standards, a
8 nonpartisan, independent, and nonprofit board composed of
9 teachers and others that:

- 10 (1) has developed a set of standards for teachers; and
11 (2) operates a national voluntary system to assess and certify
12 teachers who meet the board's standards.

13 **Sec. 5.** As used in this chapter, "national board certification"
14 means a demonstration by an experienced teacher of the teacher's
15 teaching practice as measured against the standards of the national
16 board through an assessment process administered by the national
17 board.

18 **Sec. 6. (a)** The teachers' national board certification incentive
19 fund is established for the following purposes:

- 20 (1) Funding stipends under section 7 of this chapter for
21 teachers preparing for certification by the national board.
22 (2) Reimbursing part of the certification fee under section 11
23 of this chapter to each teacher who is awarded national board
24 certification.
25 (3) Funding stipends under section 12 of this chapter for
26 national board certified teachers who serve as mentors to
27 other teachers within the school corporation.
28 (4) Reimbursing school corporations under section 13 of this
29 chapter for salary supplements paid to national board
30 certified teachers.
31 (5) Reimbursing school corporations under section 14 of this
32 chapter for persons who serve as substitute teachers for
33 national board certification candidates.

34 **(b)** The fund consists of appropriations to the fund and gifts,
35 grants, devises, or bequests made to the state to achieve the
36 purposes of the fund.

37 **(c)** The department shall administer the fund.

38 **(d)** The expenses of administering the fund shall be paid from
39 money in the fund. The treasurer of state shall invest the money in
40 the fund not currently needed to meet the obligations of the fund
41 in the same manner as other public money may be invested.
42 Interest that accrues from these investments shall be deposited in

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1 the fund.

2 (e) Money in the fund at the end of a state fiscal year does not
3 revert to the state general fund.

4 Sec. 7. A teacher who is:

5 (1) employed by a school corporation; and

6 (2) pursuing national board certification;

7 is entitled to receive from the fund a stipend of two hundred dollars
8 (\$200) per day for two (2) days beyond the school contract year for
9 preparing for the certification assessments.

10 Sec. 8. A school corporation shall allow at least five (5) days of
11 paid released time during the school year for a teacher pursuing
12 national board certification.

13 Sec. 9. A school corporation may, at its own expense, provide
14 paid released time for teachers pursuing national board
15 certification in addition to the paid released time required under
16 section 8 of this chapter.

17 Sec. 10. If a teacher does not successfully complete all
18 assessments required for national board certification during a
19 school year, the provisions in this chapter may be applied to a
20 second school year for that teacher.

21 Sec. 11. A teacher who attains national board certification after
22 June 30, 2013, shall be reimbursed from the fund for seventy-five
23 percent (75%) of the certification fee for the initial ten (10) year
24 certificate. Fees for renewal of the national board certificate are at
25 the teacher's own expense.

26 Sec. 12. A national board certified teacher is entitled to receive
27 a stipend from the fund in addition to the teacher's annual
28 compensation for serving as a mentor to teachers within the
29 teacher's school or school corporation in a mentoring program
30 approved by the department.

31 Sec. 13. (a) After June 30, 2013, a school corporation shall
32 provide a public school teacher who has attained national board
33 certification as of July 1, 2013, or thereafter with an annual
34 national board certification salary supplement of two thousand
35 dollars (\$2,000) for the life of the certificate. The salary
36 supplement shall be added to the teacher's base salary and shall be
37 considered in the calculation for contributions to the Indiana state
38 teachers' retirement fund.

39 (b) If a national board certified teacher ceases to be employed
40 as a classroom teacher or a teacher mentor in the field of the
41 teacher's national certification, the salary supplement under this
42 section ends.



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1 (c) A school corporation is entitled to reimbursement from the
2 fund for salary supplements paid by the school corporation under
3 this section.
4 Sec. 14. A school corporation is entitled to reimbursement from
5 the fund for substitute teacher pay for persons who serve as
6 substitute teachers for teachers who are national board
7 certification candidates while the candidates are on paid released
8 time under section 8 or 9 of this chapter pursuing national board
9 certification. The reimbursement shall be based on the school
10 corporation's salary schedule for substitute teachers.
11 Sec. 15. The state board shall adopt rules under IC 4-22-2 to
12 carry out this chapter, including rules under which a school
13 corporation may establish a mentoring program involving national
14 board certified teachers. The rules must specify the conditions for
15 the mentoring program as well as the amount of the stipend that
16 will be provided to a teacher serving as a mentor.

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