



2025 Model Compensation Plans

Traci Hackleman, Esq.
IEERB Director of Compliance



Model Compensation Plans

- 3 new model compensation plans (MCPs) for 2025
- Each new plan incorporates all current legislative requirements
- Table of contents identifies plans by feature / function
- MCPs from prior years DO NOT comply with all current statutory requirements.



DO NOT USE prior years' versions of MCPs.



2025 Model Compensation Plans: TOC / Description of Features

Plan #	Key Features	Page
1	One Year CBA <ul style="list-style-type: none">• Optional eligibility criteria retains former statutory requirements• Differentiated increase for initial attainment of literacy endorsement attributed to academic needs factor• Itemized Compensation Requirements section utilizes template language	2
2	Two Year CBA – different compensation plan each year <u>Year One</u> <ul style="list-style-type: none">• Catch-up provision (to \$45,000 minimum) attributed to academic needs• Differentiated increase for ongoing possession of literacy endorsement <u>Year Two</u> <ul style="list-style-type: none">• Pool of funds divided by points• Optional eligibility criteria reflects school's new evaluation rating scale	3 4
3	One Year CBA <ul style="list-style-type: none">• No eligibility criteria• Salary schedule<ul style="list-style-type: none">○ Row advancement only○ \$100 row increment allows flexible bargaining options	5-7



MCP #1

A simple 1-year CBA that includes:

- Optional general eligibility statement (based on prior year's evaluation rating as previously required by statute)
- Flat dollar increases
- Academic needs factor defined as initial possession of literacy endorsement

2025 MODEL COMPENSATION PLAN #1

Optional General Eligibility Requirement, Academic Needs Increase for Initial Possession of Literacy Endorsement

A. Salary Range

\$44,500 to \$75,000, for returning teachers not including current year increases or TRF contributions.

*After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be \$45,000 to \$76,500, in compliance with I.C. § 20-28-9-26.

B. Base Salary Increases

1. General Eligibility¹

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and Definitions

- a. Year of experience: employed in the corporation for at least 120 days in the prior school year.
- b. Academic Needs: teachers who have newly attained a teaching license with a literacy endorsement².

3. Distribution

- a. Year of Experience = \$500
- b. Academic Needs (literacy endorsement) = \$1,000

4. Itemized Compensation Requirements³

Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = \$1,500

- a. Increase attributable to education and experience:
 - Increase attributable to education = \$0
 - Increase attributable to experience = \$500
 - The combined increase for education and experience is \$500, which is 33% of total possible increase
- b. Increase attributable to academic needs = \$1,000, which is 67% of total possible increase
- c. A differentiated salary increase for the literacy endorsement is included in the total possible increase.

C. New Hire Salaries:

1. The salary for newly hired teachers with no experience or additional educational attainment is \$45,000.
2. The salary for new hires with no experience who possess a literacy endorsement is \$46,000.
3. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the salary range identified in Section A, above.

¹ The statutory eligibility requirement was repealed July 1, 2025. Plan includes a permissible eligibility requirement.

² Beginning in 2025, all bargained salary increases must be differentiated for teachers who possess a literacy endorsement, pursuant to IC 20-28-9-1.5(e).

³ Calculations / summary included to demonstrate compliance with statutory requirements, i.e., minimum 10% academic needs, 50% cap on education and experience, and differentiated literacy endorsement increase.



MCP #1: A Close-Up Look at Itemized Compensation Requirements

2. Factors and Definitions

- a. Year of experience: employed in the corporation for at least 120 days in the prior school year.
- b. Academic Needs: teachers who have newly attained a teaching license with a literacy endorsement².

3. Distribution

- a. Year of Experience = \$500
- b. Academic Needs (literacy endorsement) = \$1,000

4. Itemized Compensation Requirements³

Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = \$1,500

- a. Increase attributable to education and experience:
 - Increase attributable to education = \$0
 - Increase attributable to experience = \$500
 - The combined increase for education and experience is \$500, which is 33% of total possible increase
- b. Increase attributable to academic needs = \$1,000, which is 67% of total possible increase
- c. A differentiated salary increase for the literacy endorsement is included in the total possible increase.

New this year, IEERB is recommending the inclusion of a summary section that clearly demonstrates:

- 1) Calculation of the total base salary increase available under the compensation plan; and
- 2) Compliance with:
 - 50% cap on education /experience
 - 10% minimum academic needs increase
 - Salary increase for literacy endorsement

MCP #2: Two-Year CBA Example

2025 MODEL COMPENSATION PLAN #2

Two-Year CBA with First Year Catch-Up to New Statutory Minimum Salary;
Second Year Pool Divided by Points

I. 2025-26 COMPENSATION PLAN (Year 1)

A. Salary Range

Before Increases: \$43,000 to \$78,000 / After Increases: \$45,000 to \$80,000

B. Base Salary Increases

1. Factors and Definitions

- Evaluation Rating: highly effective or effective evaluation rating for the 2024-25 school year
- Instructional Leadership: possess a literacy endorsement under IC 20-28-5-19.7
- Academic Needs:
 - The teacher instructs students in one of the following high needs areas:
 - Special Education (all grades)
 - Middle School/High School Math
 - Middle School/High School World Language
 - The need to retain teachers whose salary is less than the statutory minimum of \$45,000 after all other salary increases for 2025-26 have been applied

2. Distribution – Amounts to be added to a teacher's base salary

- Evaluation Rating = \$1,500
- Instructional Leadership (Literacy Endorsement) = \$100
- Academic Needs
 - High Needs = \$250
 - Salary Under \$45,000 = the amount needed to increase salary level to \$45,000 AFTER any increases for Evaluation Rating, Instructional Leadership, and Academic Needs(i) have been applied (up to \$2,000)

3. Itemized Compensation Requirements¹

- Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan: \$3,850
- 50% Maximum: There is no increase for education or experience in Year 1 (0%)
- 10% Minimum: Academic Needs accounts for 52% of the salary increase calculation (\$2,000/\$3,850)²
- Differentiated increase for literacy endorsement? Yes

C. New Hire Salaries

The Superintendent will determine the starting salary of newly hired teachers within the following bands, based on the teacher's years of experience and educational attainment. Teachers licensed in one of the corporation's high need areas may be offered a starting salary up to an additional \$5,000 over the applicable salary band.

Years of Experience	Salary Band
0 - 5	\$45,000 - \$54,500
6 - 10	\$53,000 - \$62,000
11 - 15	\$60,000 - \$68,500
16+	\$66,000 - \$72,000

¹ Calculations / summary included to demonstrate compliance with statutory factor percentages and literacy endorsement requirements.

² The academic needs of students factor must account for at least 10% of the salary increase calculation.

Year 1

Utilizes a catch-up to new statutory minimum;

Increases described in dollar amounts

Year 2

Adds a 4th factor;

Increases described as pool of funds divided by points

Both Years

No Eligibility Statement;
Instructional Leadership factor defined as ongoing possession of literacy endorsement (vs. attainment)

II. 2026-27 Compensation Plan (Year 2)

A. Salary Range

\$45,000 to \$80,000, not including current year increases or TRF contributions

B. Base Salary Increase

- Available Funds – Amount available for base salary increases: \$200,000

2. Factors and Definitions

- Evaluation Rating: the teacher was in the top 3 performance categories on the school corporation's 2025-26 evaluation plan³
- Instructional Leadership: possess a required literacy endorsement under IC 20-28-5-19.7
- Academic Needs – The teacher instructs students in one of the following high needs areas:
 - Special Education (all grades)
 - Middle School/High School Math
 - Middle School/High School World Language
- Education – Possession of a master's degree in a content area as defined by the Indiana Department of Education

3. Distribution – Points awarded for each factor

- Evaluation Rating:
 - Outstanding: 10 points
 - Exceeds Expectations: 7 points
 - Meets Expectations: 5 points
 - Instructional Leadership: 1 point
 - Academic Needs: 2 points
 - Education: 2 points
- The available funds will be divided by the sum of points earned by all teachers to determine the dollar value per point. (Example: \$200,000 / 2,000 points = \$100 per point)
 - Salary increase amounts are determined by multiplying each teacher's points by the dollar value per point. (Example - 12 points awarded: \$100 * 12 points = \$1,200 increase)
 - The maximum number of points a teacher can earn = 15 points.

4. Itemized Compensation Requirements

- 10% Minimum: Academic Needs factor accounts for 13% of the total possible increase (2pt/15pt)
- 50% Maximum: Education accounts for 13% of the total possible increase (2pt/15pt)
- Differentiated salary increase for literacy endorsement included in the total possible increase

C. New Hire Salaries – The Superintendent will determine the starting salary of newly hired teachers within the salary bands specified in Section A(5) above, based on the teacher's years of experience and educational attainment. Teachers licensed in one of the corporation's high need areas may be offered a starting salary up to an additional \$5,000 over the applicable salary band.

³ Eff. 2025, school corporations must determine their own evaluation rating scale. That scale itself is not bargainable, but any increase attributed to the evaluation rating factor must include the applicable nonbargained evaluation performance categories within the factor definition, and, if differentiated, in the distribution language (e.g., § B(4)(a)).

MCP #3: Salary Schedule with Row Movement Only

2025 MODEL COMPENSATION PLAN #3 Salary Schedule: Row Advancement Only Evaluation, Academic Needs, Instructional Leadership Factors

A. Salary Range

\$45,000 to \$79,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. Factors and Definitions

- Evaluation – teachers received an evaluation from [Name] School Corporation.
 - Academic Needs – all teachers employed in [Name] School Corporation last school year and employed on September 15th of this school year.
 - Instructional Leadership - teacher possesses the required literacy endorsement.
2. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A):
- A teacher who satisfies the evaluation rating factor will transition to the new salary schedule in the row that is closest to but not less than their current salary. (\$1,000)
 - A teacher who satisfies the academic needs factor will move down 5 rows. (\$500)
 - A teacher who satisfies the Instructional Leadership factor will advance 1 row (\$100)

The increase for advancing a row is \$100.

3. Itemized Compensation Requirements¹

- Total Possible Base Salary Increase Available to Teachers Under Compensation Plan = \$1,600
- Increase for Education plus Experience = \$0 (0%)
- Increase for Academic Needs = \$500 (31% of the total available increase)
- A differentiated salary increase for the literacy endorsement is included in the total possible increase.

C. New Hire Salaries

Newly hired teachers will be placed on the New Hire Salary Schedule (below) in the row that matches the years of documented teacher experience (up to 10) and in the column (BS or MS) that matches the level of educational attainment. Placement on the MS column is based on possession of a content area MS degree.

2025-26 New Hire Salary Schedule		
	Bachelor's Degree	Master's Degree
0	\$45,000	\$47,000
1	\$46,000	\$48,000
2	\$48,000	\$50,000
3	\$49,000	\$51,000
4	\$51,000	\$53,000
5	\$52,000	\$54,000
6	\$54,000	\$56,000
7	\$55,000	\$57,000
8	\$57,000	\$59,000
9	\$58,000	\$60,000
10+	\$60,000	\$62,000

Appendix A 2025-26 Salary Schedule

Row	Salary (Dollars)	Row	Salary (Dollars)	Row	Salary (Dollars)	Row	Salary (Dollars)	Row	Salary (Dollars)
1	46,000	50	51,000	100	56,000	150	70,000	200	75,000
2	46,100	51	51,100	101	56,100	151	70,100	201	75,100
3	46,200	52	51,200	102	56,200	152	70,200	202	75,200
4	46,300	53	51,300	103	56,300	153	70,300	203	75,300
5	46,400	54	51,400	104	56,400	154	70,400	204	75,400
6	46,500	55	51,500	105	56,500	155	70,500	205	75,500
7	46,600	56	51,600	106	56,600	156	70,600	206	75,600
8	46,700	57	51,700	107	56,700	157	70,700	207	75,700
9	46,800	58	51,800	108	56,800	158	70,800	208	75,800
10	46,900	59	51,900	109	56,900	159	70,900	209	75,900
11	47,000	60	52,000	110	57,000	160	71,000	210	76,000
12	47,100	61	52,100	111	57,100	161	71,100	211	76,100
13	47,200	62	52,200	112	57,200	162	71,200	212	76,200
14	47,300	63	52,300	113	57,300	163	71,300	213	76,300
15	47,400	64	52,400	114	57,400	164	71,400	214	76,400
16	47,500	65	52,500	115	57,500	165	71,500	215	76,500
17	47,600	66	52,600	116	57,600	166	71,600	216	76,600
18	47,700	67	52,700	117	57,700	167	71,700	217	76,700
19	47,800	68	52,800	118	57,800	168	71,800	218	76,800
20	47,900	69	52,900	119	57,900	169	71,900	219	76,900
21	48,000	70	53,000	120	58,000	170	72,000	220	77,000
22	48,100	71	53,100	121	58,100	171	72,100	221	77,100
23	48,200	72	53,200	122	58,200	172	72,200	222	77,200
24	48,300	73	53,300	123	58,300	173	72,300	223	77,300
25	48,400	74	53,400	124	58,400	174	72,400	224	77,400
26	48,500	75	53,500	125	58,500	175	72,500	225	77,500
27	48,600	76	53,600	126	58,600	176	72,600	226	77,600
28	48,700	77	53,700	127	58,700	177	72,700	227	77,700
29	48,800	78	53,800	128	58,800	178	72,800	228	77,800
30	48,900	79	53,900	129	58,900	179	72,900	229	77,900
31	49,000	80	54,000	130	59,000	180	73,000	230	78,000
32	49,100	81	54,100	131	59,100	181	73,100	231	78,100
33	49,200	82	54,200	132	59,200	182	73,200	232	78,200
34	49,300	83	54,300	133	59,300	183	73,300	233	78,300
35	49,400	84	54,400	134	59,400	184	73,400	234	78,400
36	49,500	85	54,500	135	59,500	185	73,500	235	78,500
37	49,600	86	54,600	136	59,600	186	73,600	236	78,600
38	49,700	87	54,700	137	59,700	187	73,700	237	78,700
39	49,800	88	54,800	138	59,800	188	73,800	238	78,800
40	49,900	89	54,900	139	59,900	189	73,900	239	78,900

41	50,000	90	55,000	140	60,000	190	74,000	240	79,000
42	50,100	91	55,100	141	60,100	191	74,100	241	79,100
43	50,200	92	55,200	142	60,200	192	74,200	242	79,200
44	50,300	93	55,300	143	60,300	193	74,300	243	79,300
45	50,400	94	55,400	144	60,400	194	74,400	244	79,400
46	50,500	95	55,500	145	60,500	195	74,500	245	79,500
47	50,600	96	55,600	146	60,600	196	74,600	246	79,600
48	50,700	97	55,700	147	60,700	197	74,700	247	79,700
49	50,800	98	55,800	148	60,800	198	74,800	248	79,800
50	50,900	99	55,900	149	60,900	199	74,900	249	79,900
								250	80,000

MCP #3 utilizes a salary schedule featuring a single column with low-value row increment (\$100/row). This maximizes bargaining flexibility in the current year and in the future.

¹ Calculations / summary included to demonstrate compliance with statutory requirements, i.e., minimum 10% academic needs, 50% cap on education and experience, and literacy endorsement increase.



Model Compensation Plans Quiz: True or False

1. Parties may use last year's model compensation plans because requirements stayed the same.

False – Due to 2025 legislative changes, the plans from prior years do NOT include new statutory requirements and would no longer constitute a compliant compensation plan.

2. Parties may copy and paste (with modifications as bargained) compensation plan language directly from the 2025 model compensation plans.

True



Need Help or Have Questions?

- Email questions@ieerb.in.gov and request technical assistance
- Email compliance@ieerb.in.gov (copy bargaining counterpart) and request pre-approval of a tentative MOU

Thank You!