



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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2025 Model Compensation Plans

All bargainable increases to base salary must be included in a compensation plan that complies with Indiana Code § 20-28-9-1.5. Pursuant to Indiana Code § 20-28-9-1.5(i), the Indiana Education Employment Relations Board “shall publish a model compensation plan with a model salary range that school corporation may adopt.”

IEERB has created 3 all-new model compensation plans for 2025. The newly revised model compensation plans were developed in response to 2025 legislative amendments. Each 2025 plan incorporates all of the new statutory requirements, including compliance with the \$45,000 minimum salary, the minimum 10% academic needs increase, and the salary increase for a literacy endorsement.

Because model compensation plans developed in prior years do NOT include the new required components, parties should not refer to prior years’ plans during the 2025 collective bargaining season.

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

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.

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.

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

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

2. Factors and Definitions

- a. Evaluation Rating: the teacher was in the top 3 performance categories on the school corporation's 2025-26 evaluation plan³
- b. Instructional Leadership: possess a required literacy endorsement under IC 20-28-5-19.7
- c. Academic Needs – The teacher instructs students in one of the following high needs areas:
 - i. Special Education (all grades)
 - ii. Middle School/High School Math
 - iii. Middle School/High School World Language
- d. 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

- a. Evaluation Rating:
 - i. Outstanding: 10 points
 - ii. Exceeds Expectations: 7 points
 - iii. Meets Expectations: 5 points
- b. Instructional Leadership: 1 point
- c. Academic Needs: 2 points
- d. 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)).

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

A. Salary Range

\$45,000 to \$70,000, not including current year increases or TRF contributions.

B. Base Salary Increases

1. Factors and Definitions
 - a. Evaluation – teachers received an evaluation from [Name] School Corporation.
 - b. Academic Needs – all teachers employed in [Name] School Corporation last school year and employed on September 15th of this school year.
 - c. Instructional Leadership - teacher possesses the required literacy endorsement.
2. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A):
 - 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)
 - b. A teacher who satisfies the academic needs factor will move down 5 rows. (\$500)
 - c. 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
 - a. Total Possible Base Salary Increase Available to Teachers Under Compensation Plan = \$1,600
 - b. Increase for Education plus Experience = \$0 (0%)
 - c. Increase for Academic Needs = \$500 (31% of the total available increase)
 - d. 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

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.

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

41	50,000		90	55,000		140	60,000		190	65,000		240	70,000
42	50,100		91	55,100		141	60,100		191	65,100		241	70,100
43	50,200		92	55,200		142	60,200		192	65,200		242	70,200
44	50,300		93	55,300		143	60,300		193	65,300		243	70,300
45	50,400		94	55,400		144	60,400		194	65,400		244	70,400
46	50,500		95	55,500		145	60,500		195	65,500		245	70,500
47	50,600		96	55,600		146	60,600		196	65,600		246	70,600
48	50,700		97	55,700		147	60,700		197	65,700		247	70,700
49	50,800		98	55,800		148	60,800		198	65,800		248	70,800
50	50,900		99	55,900		149	60,900		199	65,900		249	70,900
											250	71,000	