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2026 Model Compensation Plans

All bargainable increases or increments to base salary and base salary differentiation for possession of a literacy endorsement 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 corporations may adopt."

IEERB has created 2 new model compensation plans for 2026. The newly revised model compensation plans were developed in response to HEA 1266 (2026). Each plan demonstrates compliance with Indiana Code § 20-28-9-1.5(e). As amended, this statute requires that school corporations "shall differentiate the amount of salary for teachers who possess a literacy endorsement." The change from "differentiate the amount of salary increases or increments" to "differentiate the amount of salary" removes the ambiguity regarding whether possession of the literacy endorsement must be attributed to a factor in the compensation plan every year and requires the overall base salary to be differentiated. This base salary differentiation is not attributed to a factor.

Because model compensation plans developed in prior years do NOT distinguish base salary differentiation for teachers who possess the literacy endorsement from salary increases or increments based on a combination of factors, parties should not refer to prior years' plans during the 2026 collective bargaining season.

Plan #	Key Features	Page
1	• Distinguishes base salary differentiation for possession of literacy endorsement from base salary increases attributed to factors • Identifies the bargained amount of the literacy endorsement base salary differential • 2-factor increase distribution demonstrates compliance with the 10% academic needs requirement	2
2	• Includes a clear statement indicating the parties bargained no increase or increment for the current contract period • Distinguishes base salary differentiation for possession of literacy endorsement from base salary increases attributed to factors • Identifies the bargained amount of the literacy endorsement base salary differential	3

2026 MODEL COMPENSATION PLAN #1

A. Salary Range[1]

$45,000 to $85,000 not including current year increases or TRF contributions.

B. Literacy Endorsement Base Salary Differentiation[2]

Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $1,000 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

1. Factors and Definitions
   a. Evaluation: teachers received a highly effective or effective evaluation in the prior school year.
   b. Academic needs: the need to retain teachers currently assigned to teach dual credit courses or special education.
2. Distribution
   a. Evaluation = Highly Effective $1,000; Effective $500
   b. Academic needs = $1,000
3. Itemized Compensation Requirements
   Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan = $2,000[3]
   a. Increase attributable to education and experience:
      - Increase attributable to education = $0
      - Increase attributable to experience = $0
      - The combined increase for education and experience is $0, which is 0% of total possible increase
   b. Increase attributable to academic needs = $1,000, which is 50% of total possible increase

D. 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] Because the salary range includes total salary for returning teachers prior to increase or increments provided in the compensation plan, it would include the salary differentiation provided for teachers who possess a literacy endorsement.
[2] IC 20-28-9-1.5(e) no longer requires an increase or increment for a literacy endorsement. Beginning July 1, 2026, school corporations must differentiate the base salary for teachers who possess a literacy endorsement under IC 20-28-5-19.7.
[3] Because literacy endorsement base salary differentiation is not an increase or increment, it is not attributed to a factor, and it is not included in calculating the Total Possible Base Salary Increases Available to Teachers.

2026 MODEL COMPENSATION PLAN #2

No Increase or Increment in Current Contract Period

A. Salary Range[1]

$45,000 to $85,000 not including current year increases or TRF contributions.

B. Literacy Endorsement Base Salary Differentiation[2]

The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $1,200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

The parties have bargained <u>no increase or increment</u> for the 2026-2027 contract period.

D. 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 $46,200.
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.

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[2] IC 20-28-9-1.5(e) no longer requires an increase or increment for a literacy endorsement. Beginning July 1, 2026, school corporations must differentiate the base salary for teachers who possess a literacy endorsement under IC 20-28-5-19.7.