

PROPOSED AMENDMENT

HB 1004 # 27

DIGEST

Repeal of reports and plans. Repeals provisions: (1) concerning the provision and reporting of information regarding school employees injured by students; (2) concerning the reporting of school staff performance evaluations; (3) requiring the Indiana education employment relations board to report certain data concerning compensation and workforce trends; and (4) concerning the school bus replacement plan. Makes conforming changes.

1 Page 21, between lines 6 and 7, begin a new paragraph and insert:
2 "SECTION 22. IC 20-19-3-20, AS AMENDED BY THE
3 TECHNICAL CORRECTIONS BILL OF THE 2026 GENERAL
4 ASSEMBLY, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
5 JULY 1, 2026]: Sec. 20. The department shall publish the following
6 information on the department's ~~Internet web site~~: **website**:
7 (1) ~~The information reported under IC 20-29-3-15(b)(20) in the~~ most recent report prepared under IC 20-29-3-15.
8 (2) (1) The number of emergency permits granted by each school
9 corporation, categorized by content area, during the school year.
10 ~~or collective bargaining period covered by the most recent report~~
11 prepared under IC 20-29-3-15.
12 (3) The total number of teaching candidates who:
13 (A) are currently enrolled in a teacher preparation program; or
14 (B) have recently completed a teacher preparation program.
15 (4) (3) The increase or decrease in kindergarten through grade 12
16 student enrollments.
17 (5) (4) The total number of teachers in Indiana.
18 (6) (5) The teacher workforce growth.
19 (7) (6) The administrator workforce growth.
20 (8) (7) For each school corporation, the number of vacant
21 teaching positions by:
22 (A) grade;
23 (B) subject; and
24 (C) required credential;

1 with critical shortage areas, as determined by unfilled vacancies,
2 highlighted for each school corporation.".

3 Page 22, between lines 20 and 21, begin a new paragraph and insert:
4 "SECTION 25. IC 20-19-3-27.5 IS REPEALED [EFFECTIVE
5 JULY 1, 2026]. Sec. 27.5. The department shall establish and maintain
6 on the department's website a public data base of information provided
7 by each public school in accordance with IC 20-26-5-42 concerning
8 employees of each public school who were physically injured while on
9 the job by students of the public school.".

10 Page 98, between lines 28 and 29, begin a new paragraph and insert:
11 "SECTION 63. IC 20-26-5-42 IS REPEALED [EFFECTIVE JULY
12 1, 2026]. Sec. 42. (a) This section applies to the following:

- 13 (1) A public school, including a charter school;
- 14 (2) Physical injuries that occur after June 30, 2023.

15 (b) Each public school shall provide to the department, in a manner
16 prescribed by the department, information concerning an employee of
17 the public school who was physically injured while on the job by a
18 student of the public school if the injury:

- 19 (1) is required to be reported to the public school's worker's
20 compensation carrier;
- 21 (2) causes the employee to miss all or part of one (1) or more
22 work days; or
- 23 (3) is required to be reported to the public school pursuant to the
24 public school's reporting policy.
- 25 (c) A public school may not provide information under subsection
26 (b) that identifies the employee or the student.

27 (d) Nothing in this section shall be construed to prohibit a public
28 school from providing identifying information otherwise required by
29 law or rule.".

30 Page 120, between lines 32 and 33, begin a new paragraph and
31 insert:

32 "SECTION 106. IC 20-28-9-1.5, AS AMENDED BY P.L.214-2025,
33 SECTION 123, IS AMENDED TO READ AS FOLLOWS
34 [EFFECTIVE JULY 1, 2026]: Sec. 1.5. (a) This subsection governs
35 salary increases for a teacher employed by a school corporation.
36 Compensation attributable to additional degrees or graduate credits
37 earned before the effective date of a local compensation plan created
38 under this chapter before July 1, 2015, shall continue for school years
39 beginning after June 30, 2015. Compensation attributable to additional
40 degrees for which a teacher has started course work before July 1,

1 2011, and completed course work before September 2, 2014, shall also
2 continue for school years beginning after June 30, 2015. For school
3 years beginning after June 30, 2022, a school corporation may provide
4 a supplemental payment to a teacher in excess of the salary specified
5 in the school corporation's compensation plan when doing so is in the
6 best interest of students. A supplement provided under this subsection
7 is not subject to collective bargaining and, under IC 20-29-6-3(d), a
8 school corporation may exclude, for this purpose, a portion of the
9 revenue available for bargaining from education fund revenues
10 included in IC 20-29-2-6. Such a supplement is in addition to any
11 increase permitted under subsection (b).

12 (b) Subject to subsection (e), increases or increments in a local
13 salary range must be based upon a combination of the following
14 factors:

15 (1) A combination of the following factors taken together may
16 account for not more than fifty percent (50%) of the calculation
17 used to determine a teacher's increase or increment:

18 (A) The number of years of a teacher's experience.

19 (B) The possession of either:

20 (i) additional content area degrees beyond the requirements
21 for employment; or

22 (ii) additional content area degrees and credit hours beyond
23 the requirements for employment, if required under an
24 agreement bargained under IC 20-29.

25 (2) The results of an evaluation conducted under IC 20-28-11.5.

26 (3) The assignment of instructional leadership roles, including the
27 responsibility for conducting evaluations under IC 20-28-11.5.

28 (4) The academic needs of students in the school corporation,
29 including employment in a high need area. ~~such as those~~
30 ~~identified under IC 20-29-3-15(b)(27)~~. This factor may not
31 account for less than ten percent (10%) of the calculation used to
32 determine a teacher's increase or increment.

33 (c) To provide greater flexibility and options, a school corporation
34 may further differentiate the amount of salary increases or increments
35 determined for teachers. A school corporation shall base a
36 differentiated amount under this subsection on reasons the school
37 corporation determines are appropriate, which may include the:

38 (1) subject or subjects taught by a given teacher;

39 (2) importance of retaining a given teacher at the school
40 corporation;

4 (d) A school corporation may provide differentiated increases or
5 increments under subsection (b), and in excess of the percentage
6 specified in subsection (b)(1), in order to:

7 (1) reduce the gap between the school corporation's minimum
8 teacher salary and the average of the school corporation's
9 minimum and maximum teacher salaries; or
10 (2) allow teachers currently employed by the school corporation
11 to receive a salary adjusted in comparison to starting base salaries
12 of new teachers.

16 (f) The Indiana education employment relations board established
17 in IC 20-29-3-1 shall publish a model compensation plan with a model
18 salary range that a school corporation may adopt.

19 (g) Each school corporation shall submit its local compensation plan
20 to the Indiana education employment relations board. A local
21 compensation plan must specify the range for teacher salaries. The
22 Indiana education employment relations board shall publish the local
23 compensation plans on the Indiana education employment relations
24 board's website.

25 (h) The Indiana education employment relations board shall review
26 a compensation plan for compliance with this section as part of its
27 review under IC 20-29-6-6.1. The Indiana education employment
28 relations board has jurisdiction to determine compliance of a
29 compensation plan submitted under this section.

30 (i) This chapter may not be construed to require or allow a school
31 corporation to decrease the salary of any teacher below the salary the
32 teacher was earning on or before July 1, 2015, if that decrease would
33 be made solely to conform to the new compensation plan.

34 (j) After June 30, 2011, all rights, duties, or obligations established
35 under IC 20-28-9-1 before its repeal are considered rights, duties, or
36 obligations under this section.

37 (k) An employment agreement described in IC 20-28-6-7.3 between
38 an adjunct teacher and a school corporation is not subject to this
39 section.".

40 Page 121, between lines 3 and 4, begin a new paragraph and insert:

1 "SECTION 108. IC 20-28-11.5-9 IS REPEALED [EFFECTIVE
2 JULY 1, 2026]. See. 9. (a) The principal of a school in a school
3 corporation shall report in the aggregate the results of staff
4 performance evaluations for the school for the previous school year to
5 the superintendent and the governing body for the school corporation
6 before August 15 of each year on the schedule determined by the
7 governing body. The report must be presented in a public meeting of
8 the governing body. Before presentation to the governing body, the
9 superintendent of the school corporation shall discuss the report of
10 completed evaluations with the teachers. This discussion is not subject
11 to the open door law (IC 5-14-1.5). The report of completed evaluations
12 is not subject to bargaining.

13 (b) Not before the beginning of the second semester (or the
14 equivalent) of the school year and not later than August 1 of each year,
15 the principal at each public school, including a charter school, shall
16 complete a survey that provides information regarding the principal's
17 assessment of the quality of instruction by each particular teacher
18 preparation program located in Indiana for teachers employed at the
19 school who initially received their teaching license in Indiana in the
20 previous two (2) years. The survey shall be adopted by the state board
21 and prescribed on a form developed not later than July 30, 2016, by the
22 department that is aligned with the matrix system established under
23 IC 20-28-3-1(i). The school shall provide the surveys to the department
24 in a manner prescribed by the department. The department shall
25 compile the information contained in the surveys, broken down by each
26 teacher preparation program located in Indiana. The department shall
27 include information relevant to a particular teacher preparation
28 program located in Indiana in the department's report under subsection
29 (d).

30 (c) During the second semester (or the equivalent) of the school year
31 and not later than August 1 of each year, each teacher employed by a
32 school described in subsection (b) in Indiana who initially received a
33 teacher's license in Indiana in the previous three (3) years shall
34 complete a form after the teacher completes the teacher's initial year
35 teaching at a particular school. The information reported on the form
36 must:

- 37 (1) provide the year in which the teacher was hired by the school;
38 (2) include the name of the teacher preparation program that
39 recommended the teacher for an initial license;
40 (3) describe subjects taught by the teacher;

- (4) provide the location of different teaching positions held by the teacher since the teacher initially obtained an Indiana teaching license;
- (5) provide a description of any mentoring the teacher has received while teaching in the teacher's current teaching position;
- (6) describe the teacher's current licensure status; and
- (7) include an assessment by the teacher of the quality of instruction of the teacher preparation program in which the teacher participated.

10 The form shall be prescribed by the department. The forms shall be
11 submitted to the department in a manner prescribed by the department.
12 Upon receipt of the information provided in this subsection, the
13 department shall compile the information contained in the forms and
14 include an aggregated summary of the report on the department's
15 website.

16 (d) Not later than September 1 of each year, the department shall
17 report to each teacher preparation program in Indiana for teachers with
18 three (3) or fewer years of teaching experience:

(1) information from the surveys relevant to that particular teacher education program provided to the department under subsection (1).

(2) information from the forms relevant to that particular teacher preparation program compiled by the department under subsection (c).".

25 Page 121, between lines 30 and 31, begin a new paragraph and
26 insert:

27 "SECTION 110. IC 20-29-3-15 IS REPEALED [EFFECTIVE JULY
28 1, 2026]. Sec. 15. (a) The board shall prepare an annual report covering
29 the previous school year or collective bargaining period that includes
30 at least the information described in subsection (b). Before November
31 15 each year, the board shall:

32 (1) submit the report to the budget committee, department of
33 education, state board, and legislative council in an electronic
34 format under IC 5-14-6; and

35 (2) publish the report on the state's interactive and searchable
36 Internet web site containing local government information (the
37 Indiana gateway for governmental units).

38 (b) The report must cover at least the following information:

(1) The total number of full-time public school teachers and the number of nonteaching full-time district level administrators.

- (2) The average tenure of all full-time public school teachers.

(3) The number of first-year, full-time teachers hired during the previous calendar year.

(4) The number of full-time teachers who retired during the interval between the immediately preceding collective bargaining period and the previous calendar year's collective bargaining period.

(5) The overall average salary of nonteaching full-time district level administrators.

(6) The overall average salary of full-time public school teachers.

(7) The statewide average total compensation of full-time public school teachers, the statewide average daily teacher salary rate, and the statewide average annual teacher contract days.

(8) The statewide average total compensation of full-time public school administrators; the statewide average daily nonteaching, full-time, district level administrator salary rate, and the statewide average annual administrator contract days.

(9) The average salary and total compensation of full-time public school teachers for each school corporation.

(10) The average salary and total compensation of nonteaching, full-time district level administrators, including separately the superintendent, for each school corporation.

(11) The minimum full-time public school teacher salary.

(12) The maximum full-time public school teacher salary.

(13) The minimum nonteaching full-time district level administrative salary.

(14) The maximum nonteaching full-time district level administrative salary.

(15) The number of full-time public school teachers earning a salary under the statewide average.

(16) The number of full-time public school teachers earning a salary in excess of the statewide average.

(17) For each school corporation, the average salary paid to full-time public school teachers in each of the following tenure benchmarks:

(A) First year.

(B) Fifth year.

(C) Tenth year.

(D) Fifteenth year.

(E) Twentieth year.

- (F) Twenty-fifth year.

(G) Thirty (30) or more years of service.

(18) For each school corporation, the nominal dollar figures for subdivisions (5), (6), (11), (12), (13), (14), and (17) in nationally recognized, open-source, state-specific cost of living index-adjusted dollars to compare to the figures described in subdivision (19).

(19) Comparative data on overall full-time public school teacher salary averages and by each of the tenure benchmarks listed in subdivision (17) in both nominal dollars and nationally recognized, open-source, state-specific cost of living index-adjusted dollars for each of the following states:

 - (A) Illinois.
 - (B) Kentucky.
 - (C) Michigan.
 - (D) Ohio.
 - (E) Wisconsin.

(20) The total number of full-time teachers retained from the previous year.

(21) The total number of newly hired teachers with previous work experience in teaching.

(22) The total number of teaching candidates who:

 - (A) are currently enrolled in a teacher preparation program; or
 - (B) have recently completed a teacher preparation program.

(23) The increase or decrease in kindergarten through grade 12 student enrollments.

(24) The total number of teachers in Indiana.

(25) The teacher workforce growth.

(26) The administrator workforce growth.

(27) For each school corporation, the number of vacant teaching positions by:

 - (A) grade;
 - (B) subject; and
 - (C) required credential;

with critical shortage areas, as determined by unfilled vacancies, highlighted for each school corporation.

As used in this subsection, total compensation includes the monetary value of salary, wages, bonuses, stipends, supplemental payments, commissions, employment benefits, and any other form of remuneration paid for personal services.

(e) The board may require schools to submit any school corporation specific information needed to complete the report. Parties to a collective bargaining agreement shall comply with the board's requests for information necessary to complete the report.".

Page 142, between lines 4 and 5, begin a new paragraph and insert:

"SECTION 142. IC 20-40-18-5, AS ADDED BY P.L.244-2017, SECTION 86, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 5. The operations fund may be used only to do the following:

(1) Carry out a capital projects plan approved under:

(A) IC 20-46-6 (before January 1, 2019); or

(B) section 6 of this chapter (after December 31, 2018) for facility expenditures described in section 7 of this chapter.

(2) Pay transportation costs described in section 8 of this chapter.

(3) Carry out a school bus replacement plan. approved under:

(A) IC 20-46-5 (before January 1, 2019); or

(B) section 9 of this chapter (after December 31, 2018).

(4) Pay expenses that are allocated to overhead and operational expenditures or to nonoperational expenditures under JC 20-42.5.

(5) Provide funds to an art association or a historical society as provided in JC 36-10-13

(6) Establish, maintain

Page 145, between lines 16 and 17, begin a new paragraph and

Page 143, between lines 16 and 17, begin a new paragraph and insert:

"SECTION 150. IC 20-40-18-9 IS REPEALED [EFFECTIVE JULY 1, 2026]. See. 9. (a) Before a school corporation may use money in the operations fund for replacing school buses, a resolution approving the school bus replacement plan or amended plan must be submitted to the department of local government finance.

(b) The department of local government finance shall prescribe the format of the plan. A plan must apply to at least the five (5) budget years immediately following the year the plan is adopted and include at least the following:

(1) An estimate for each year to which it applies of the nature and amount of proposed expenditures from the fund.

(2) If the school corporation is seeking to:

(A) ~~acquire~~; or

(B) contract for transportation services that will provide;

additional school buses or school buses with a larger seating

1 capacity as compared with the number and type of school buses
2 from the prior school year; evidence of a demand for increased
3 transportation services within the school corporation. Clause (B)
4 does not apply if contracted transportation services are not paid
5 from the fund.

6 (3) If the school corporation is seeking to require a contractor to
7 replace a school bus, evidence that the need exists for the
8 replacement of the school bus. This subdivision does not apply if
9 contracted transportation services are not paid from the operations
10 fund.

11 (4) Evidence that the school corporation that seeks to acquire
12 additional school buses under this section is acquiring or
13 contracting for the school buses only for the purposes specified in
14 subdivision (2) or for replacement purposes.

15 (c) If a school corporation wants to use money in the operations
16 fund during the year to pay for school bus replacement, the governing
17 body must adopt a resolution approving the bus replacement plan or
18 amended plan. The school corporation shall post the proposed plan or
19 proposed amended plan on the school corporation's Internet web site
20 before the hearing. The governing body must hold a hearing on the
21 adoption of the resolution as follows:

22 (1) For a school corporation that has not elected to adopt a budget
23 under IC 6-1-17-5.6 or for which a resolution adopted under
24 IC 6-1-17-5.6(d) is in effect, the school corporation must hold
25 the hearing and adopt the resolution after January 1 and not later
26 than November 1 of the immediately preceding year.

27 (2) For a school corporation that elects to adopt a budget under
28 IC 6-1-17-5.6, the school corporation must hold the hearing and
29 adopt the resolution after January 1 and not later than April 1 of
30 the immediately preceding school fiscal year.

31 The governing body shall submit the proposed school bus replacement
32 plan or amended plan to the department of local government finance's
33 computer gateway at least ten (10) days before the hearing on the
34 adoption of the resolution. The department of local government finance
35 shall make the proposed plan available to taxpayers, at least ten (10)
36 days before the hearing, through the department's computer gateway.
37 The department of local government finance's computer gateway must
38 allow a taxpayer to search for the proposed plan under this section by
39 the taxpayer's address. If an amendment to a bus replacement plan is
40 being proposed, the governing body must declare the nature of and the

1 need for the amendment in the resolution to adopt the amendment to
2 the plan. The plan, as proposed to be amended, must comply with the
3 requirements for a plan under this section.

4 (d) If a governing body adopts the resolution specified in subsection
5 (e), the school corporation must then submit the resolution to the
6 department of local government finance in the manner prescribed by
7 the department. In addition, the governing body shall submit the school
8 bus replacement plan or amended plan that is approved in the
9 resolution to the department of local government finance's computer
10 gateway not later than thirty (30) days after adoption of the resolution.
11 The department of local government finance shall immediately make
12 the adopted plan available to taxpayers through the department's
13 computer gateway.

14 (e) The operations fund must be used to pay for the replacement of
15 school buses, either through a purchase agreement or under a lease
16 agreement.

17 (f) Before the last Thursday in August in the year preceding the first
18 school year in which a proposed contract commences, the governing
19 body of a school corporation may elect to designate a part of a:

20 (1) transportation contract (as defined in IC 20-27-2-12);
21 (2) fleet contract (as defined in IC 20-27-2-5); or
22 (3) common carrier contract (as defined in IC 20-27-2-3);
23 as an expenditure payable from the fund. An election under this
24 subsection must be included in the resolution approving the school bus
25 replacement plan or amended plan. The election applies throughout the
26 term of the contract.

27 (g) The amount that may be paid from the fund under this section in
28 a school year is equal to the fair market lease value in the school year
29 of each school bus, school bus chassis, or school bus body used under
30 the contract, as substantiated by invoices, depreciation schedules, and
31 other documented information available to the school corporation.

32 (h) The allocation of costs under this section to the fund must
33 comply with the accounting standards prescribed by the state board of
34 accounts.".

35 Page 153, between lines 28 and 29, begin a new paragraph and
36 insert:

37 "SECTION 159. IC 20-46-8-3, AS AMENDED BY P.L.68-2025,
38 SECTION 224, IS AMENDED TO READ AS FOLLOWS
39 [EFFECTIVE JULY 1, 2026]: Sec. 3. (a) This section applies to
40 property tax levies imposed before January 1, 2026.

9 (+) a cost increase of at least ten percent (10%) over the preceding
10 year for at least one (1) of the following:

11 (A) (1) A fuel expense increase.

12 **(B) (2)** A cost increase due to an increase in the number of
13 students enrolled in the school corporation who need
14 transportation or an increase in the mileage traveled by the
15 school corporation's buses compared with the previous year.

16 **(C) (3)** A cost increase due to an increase in the number of
17 students enrolled in special education who need transportation
18 or an increase in the mileage traveled by the school
19 corporation's buses due to students enrolled in special
20 education as compared with the previous year.

23 **(E) (5)** A cost increase due to the closure of a school building
24 within the school corporation that results in a significant
25 increase in the distances that students must be transported to
26 attend another school building.

27 **(F) (6)** A cost increase due to restructuring or redesigning
28 transportation services due to a need for additional, expanded,
29 consolidated, or modified routes.

30 (G) (7) A labor cost increase due to a labor shortage affecting
31 the school corporation's ability to hire qualified transportation
32 employees.

33 To obtain the increase, the school corporation must establish that it will
34 be unable to provide transportation services without an increase.

35 (2) A cost increase associated with the school corporation's bus
36 replacement plan adopted or amended under IC 20-40-18-9 (after
37 December 31, 2018). To obtain the increase, the school
38 corporation must show that the school corporation must incur
39 reasonable and necessary expenses to acquire additional buses
40 under the plan.

1 The department of local government finance may grant a levy increase
2 that is less than the increase requested by the school corporation. If the
3 department of local government finance determines that a permanent
4 increase in the maximum permissible levy is necessary, the increase
5 granted under this section shall be added to the school corporation's
6 maximum permissible operations fund levy as provided in section 1 of
7 this chapter.

8 (c) This subsection applies to a school corporation whose budget for
9 the upcoming year is subject to review by a fiscal body under
10 IC 6-1.1-17-20. A school corporation described in this subsection may
11 not submit an appeal under this section unless the school corporation
12 receives approval from the fiscal body to submit the appeal.

13 (d) This section expires December 31, 2026.".

14 Renumber all SECTIONS consecutively.

(Reference is to HB 1004 as reprinted January 28, 2026.)