

Book	Policy Manual
Section	POLICIES FOR THE BOARD, NOVEMBER 2022
Title	Copy of Copy of SUPPLEMENTAL PAYMENTS FOR TEACHERS
Code	po3220.02
Status	
Adopted	February 19, 2019
Last Revised	February 18, 2020

### 3220.02 - **SUPPLEMENTAL PAYMENTS FOR TEACHERS**

The School Board authorizes the Superintendent to issue a supplemental payment in excess of the salary specified in the School Corporation's compensation plan to the following teachers for the following reasons:

- A. **A teacher is needed to fill a position in the Corporation.**
- B. A teacher who teaches an advanced placement course or has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of a dual credit course; or another course taught by the teacher.
- C. A teacher who is a special education professional or who teaches in the areas of science, technology, engineering or mathematics.
- D. An elementary school teacher who earns a master's degree in math, reading, or literacy.
- E. A teacher who teaches a career or technical education course.

#### **Definitions:**

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term "license" refers to a document issued by the Indiana Department of Education ("IDOE") that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the IDOE.

#### **Discussion of Supplemental Payments:**

A supplement provided under this policy is not subject to collective bargaining, but a discussion of the supplement must be held with the exclusive representative of the Corporation's teachers. Such a supplement is in addition to any salary increase permitted by I.C. 20-28-9-1.5(b).

© Neola 2019

Legal	I.C. 20-18-2-22
	I.C. 20-28-1-7
	I.C. 20-28-9-1.5