

Book	Policy Manual
Section	FOR BOARD APPROVAL - Volume 38, No 2, April 2026
Title	Updated Copy of SUPPLEMENTAL PAYMENTS FOR TEACHERS
Code	po3220.02
Status	
Adopted	February 19, 2019
Last Revised	December 17, 2024

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 **any teacher at the discretion of the Superintendent, including, but not limited to,** the following ~~teachers for the following~~ reasons:

- A. A teacher who is needed to fill a position in the Corporation.
- B. **The academic needs of the students in the Corporation, including employment in a high need area such as those identified under I.C. 20-29-3-15(b)(27);** ~~A teacher who has obtained a required literacy endorsement.~~
- C. 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.~~ **who earns a master's degree;**
- D. ~~A teacher who is a special education professional or who teaches in the areas of science, technology, engineering or mathematics.~~ **To prevent, minimize, or eliminate salary compression;**
- E. ~~An elementary school teacher who earns a master's degree in math, reading, or literacy.~~
- F. ~~A teacher who teaches a career or technical education course.~~

when doing so is in the best interest of the Corporation's students.

A supplemental payment may take the form of a salary increase or a stipend/bonus, and is in addition to any bargained salary increases or stipends/bonuses.

A supplemental payment under this policy is not subject to collective bargaining. Under I.C. 20-29-6-3(d), the Corporation may exclude, for this purpose, a portion of the revenue available for bargaining from education fund revenues included in I.C. 20-29-2-6. To utilize this exclusion, the Board must pass before September 15 of any year a one (1) or two (2) year resolution indicating that a portion or percentage of education fund revenue allocated for supplemental fund payments under I.C. 20-28-9-1.5(a) is not considered education fund revenue for the purposes of I.C. 20-29-6-3(a). The resolution shall not extend beyond the end of the corresponding State budget biennium.

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 may 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).~~

Revised 2/18/20
Revised 12/20/22

© Neola 2024

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