

# Exhibit 7

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**Policy 3220.02 - Supplemental Payments for Teachers (Revised)**



Book	Policy Manual
Section	Policies for Board 36-2
Title	Copy of SUPPLEMENTAL PAYMENTS FOR TEACHERS
Code	po3220.02
Status	Work Session
Adopted	January 10, 2019
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### 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.

#### **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~~ **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 2/6/20

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