

Porter Township School Corporation – Association of Porter Township Educators
September 22, 2026

If the Referendum Passes:

1. **2026-2027 STARTING BASE SALARY.** 2026-2027 starting base salary is \$50,500 (\$50,700 with literacy endorsement)
2. **Literacy Endorsement.** \$200, awarded before receipt of increases to base salary
3. **SALARY RANGE:** 2026-2027: \$50,500-\$85,934
4. **2026-2027 COMPENSATION PLAN.**

Factors and Distribution:

- a. Evaluation: \$625 increase to base salary for eligible teachers who received a performance evaluation rating of highly effective or effective in the Porter Township School Corporation for the prior school year.
- b. Experience: \$625 increase to base salary for teachers who worked 120 or more days in a certificated position for the Porter Township School Corporation in the immediately prior school year.
- c. Academic Needs: \$1875 increase to base salary for all teachers in their subject area due to the need to retain highly qualified teachers within this school corporation despite higher paying positions in nearly all neighboring districts. Meeting academic needs of students is defined as the need to retain teachers who are essential to the school corporation, licensed and qualified to teach in their subject area, and is not dependent on experience or education.

Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan= \$3125

- Increase attributable to evaluation and experience:
 - a. Increase attributable to evaluation: \$625
 - b. Increase attributable to experience: \$625
 - c. The combined increase for evaluation and experience is \$1250, which is 40% of the total increase
- Increase attributable to academic needs: \$1875, which is 60% of total possible increase

If the Referendum Fails:

5. **2026-2027 STARTING BASE SALARY.** 2026-2027 starting base salary is \$50,000 (\$50,200 with literacy endorsement)
6. **Literacy Endorsement.** \$200, awarded before receipt of increases to base salary
7. **SALARY RANGE:** 2026-2027: \$50,000-84,934
8. **2026-2027 COMPENSATION PLAN.**

Factors and Distribution:

- a. Evaluation: \$425 increase to base salary for eligible teachers who received a performance evaluation rating of highly effective or effective in the Porter Township School Corporation for the prior school year.
- b. Experience: \$425 increase to base salary for teachers who worked 120 or more days in a certificated position for the Porter Township School Corporation in the immediately prior school year.
- c. Academic Needs: \$1275 increase to base salary for all teachers licensed in their subject area due to the need to retain highly qualified teachers within this school corporation despite higher paying positions in nearly all neighboring districts. Meeting academic needs of students is defined as the need to retain teachers who are essential to the school corporation, licensed and qualified to teach in their subject area, and is not dependent on experience or education.

Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan= \$2125

- Increase attributable to evaluation and experience:
 - a. Increase attributable to evaluation: \$425
 - b. Increase attributable to experience: \$425
 - c. The combined increase for evaluation and experience is \$850, which is 40% of the total increase
- Increase attributable to academic needs: \$1275, which is 60% of total possible increase