HOUSE BILL No. 1408

DIGEST OF INTRODUCED BILL

Citations Affected: IC 4-3-26; IC 21-22-6; IC 22-4.1.

Synopsis: Education matters. Includes the general assembly in the list of state entities to whom the management performance hub (MPH) must make available certain government information. Provides that the MPH's annual data product: (1) must include certain sources of information; (2) must be made available to the general assembly; and (3) provided to the general assembly must not contain personal information. Amends the definition of workforce focused agency to include the state workforce development board. Provides that certain workforce related programs include apprenticeship programs, unless the apprenticeship program receives certain funding. Provides that the state workforce development board is considered to be an agent of a workforce focused agency and is an authorized receiver of government information. Requires a regional representative appointed to the Ivy Tech Community College state board of trustees (state board of trustees) to serve as a member of the Ivy Tech Community College campus board (campus board) for the region the member represents. Requires each Ivy Tech Community College campus to: (1) review building utilization data prior to approving capital requests or requests for proposal; (2) annually report certain program and student metrics to the campus board; (3) conduct an annual analysis of market labor outcomes; and (4) prepare a campus strategic plan. Requires each campus board executive committee to conduct an annual performance review of the Ivy Tech Community College campus chancellor (campus chancellor) in executive session using evaluation tools approved by the state board of trustees. Provides that a campus chancellor's annual performance based bonus may not exceed 20% of the chancellor's

(Continued next page)

Effective: July 1, 2026.

Behning, McGuire, Davis, Cash

January 8, 2026, read first time and referred to Committee on Education.

base salary and must be based on measurable outcomes. Creates a process for filling the position of a campus chancellor when a vacancy occurs.

Introduced

Second Regular Session of the 124th General Assembly (2026)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type.~~

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~*this style type*~~ reconciles conflicts between statutes enacted by the 2025 Regular Session of the General Assembly.

HOUSE BILL No. 1408

A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

SECTION 1. IC 4-3-26-10, AS AMENDED BY P.L.138-2025, SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 10. The MPH shall do the following:

(1) Establish and maintain a program to collect, analyze, and exchange government information in carrying out the powers and duties of the OMB and the powers and duties of the executive state agency sharing the data. In carrying out this program, the MPH may, in accordance with IC 4-1-6, obtain government information from each executive state agency.

(2) In accordance with IC 4-1-6 and IC 5-14-3, establish and maintain a program to make government information available to executive state agencies, political subdivisions, educational institutions, researchers, nongovernmental organizations, **the general assembly and its members,** and the general public, subject to the following:

(A) A request for data subject to IC 4-1-6-8.6 shall be made in conformance with that section.

(B) A program established and maintained under this chapter must include policies governing access to government information held by the MPH under this chapter. Government information may be made available only in accordance with applicable confidentiality and disclosure laws.

(3) Establish privacy and quality policies for government information that comply with all applicable Indiana and federal laws, rules, and policies.

(4) In accordance with standards developed by the office of technology established by IC 4-13.1-2-1, establish and maintain a program to ensure the security of government information under this chapter.

(5) Conduct operational and procedural audits of executive state agencies.

(6) Perform financial planning and design and implement efficiency projects for executive state agencies.

(7) Advise and assist each executive state agency to identify and implement continuous process improvement in state government.

(8) Carry out such other responsibilities as may be designated by the director of the OMB or the chief data officer to carry out the responsibilities of the OMB or the chief data officer.

SECTION 2. IC 4-3-26-17, AS ADDED BY P.L.106-2024, SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 17. **(a)** The MPH shall do the following before September 1 each year:

(1) Compile into a data product:

(A) all reports delivered to the MPH under IC 22-4.1-24-3 for the twelve (12) month period ending on the preceding March 31;

(B) the information contained in the dashboard described in IC 20-31-8-5.5;

(C) the report described in IC 21-14-15-1; and

(D) the analysis described in IC 21-14-15-2.

(2) Make the data product available to:

(A) each workforce focused agency (as defined in IC 22-4.1-1-6.5); **and**

(B) the general assembly.

(b) MPH shall include the data product components described in subsection (a)(1)(B) through (a)(1)(D) in the data product described in subsection (a)(1) subject to available funding.

(c) MPH shall ensure that no personal information (as defined in IC 4-1-11-3) will be contained in any data product provided to the general assembly under subsection (a)(2)(B).

SECTION 3. IC 21-22-6-3, AS AMENDED BY P.L.174-2018, SECTION 20, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 3. The campus board consists of at least seven (7) members, including **the respective regional representative of the state board of trustees appointed under IC 21-22-3-3, and** at least five (5) members who are representative of the manufacturing, commercial, agricultural, labor, and educational groups of the campus service area, all appointed by the state board of trustees. Membership may include a representative from a school corporation that has part of its district within the campus service area and at least one (1) Ivy Tech Community College student who is enrolled at the campus. All members of the campus board must be residents of the campus service area. Appointments are for three (3) year terms, on a staggered basis, and all trustees must be citizens of Indiana. Members may serve for an unlimited number of terms.

SECTION 4. IC 21-22-6-8, AS AMENDED BY P.L.174-2018, SECTION 25, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 8. A campus board shall do the following:

(1) Make a careful analysis of the educational needs and opportunities of the campus service area, including an analysis of programs and pathways designed to meet workforce and employer demand.

(2) Develop and recommend to the state board of trustees a plan for providing postsecondary:

(A) general education;

(B) liberal arts education; and

(C) occupational and technical education;

programs and appropriate workforce development, assessment, and training services for the residents of that campus service area.

(3) Develop and recommend a budget for campus programs and operations.

(4) Identify and recommend methods to optimize the use of facilities and equipment to support programs and pathways designed to meet workforce and employer demand.

(5) Facilitate and develop cooperation with employers, community leaders, economic development efforts, area career and technical education centers, and other public and private education and training entities in order to provide postsecondary general, liberal arts, and occupational and technical education and

training designed to meet workforce and employer demand in an efficient and cost effective manner and to avoid duplication of services.

(6) Determine through evaluation, studies, or assessments the degree to which the established training needs of the campus service area are being met.

(7) Make recommendations to the state board of trustees concerning policies that appear to substantially affect the campus board's capacity to deliver effective and efficient programming.

(8) Review building utilization data prior to approving capital requests or requests for proposals to ensure capital investments are justified by enrollment projections and operational efficiency data.

SECTION 5. IC 21-22-6-12 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 12. (a) The state board of trustees shall approve evaluation tools for campus board executive committees to conduct performance reviews of campus chancellors.**

(b) On or before July 1, 2027, and each July 1 thereafter, each campus board executive committee shall conduct a performance review of the campus chancellor in executive session using evaluation tools approved by the state board of trustees in subsection (a).

SECTION 6. IC 21-22-6-13 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 13. On or before July 1, 2027, and each July 1 thereafter, each campus shall report to its campus board, in a manner and form prescribed by the state board of trustees, the information described in IC 21-14-15-1(1) through IC 21-14-15-1(13).**

SECTION 7. IC 21-22-6-14 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 14. On or before July 1, 2027, and each July 1 thereafter, each campus shall conduct an annual analysis of market labor outcomes that does the following:**

(1) Analyzes regional employer demand by sector, occupation, and required skills.

(2) Quantifies campus level credential supply relative to regional workforce demand.

(3) Identifies misalignment between program offerings and high wage career opportunities.

(4) Considers other relevant data, as determined by a campus.

(5) Considers strategies to address gaps identified in subdivisions (1) through (4).

SECTION 8. IC 21-22-6-15 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 15. (a) Each campus shall prepare a campus strategic plan that includes the following:**

(1) The campus vision and mission.

(2) Measurable goals, including:

(A) overall student enrollment;

(B) enrollment in programs aligned to high wage, high demand occupations within the region as identified in the campus strategic plan;

(C) student persistence, meaning a student's continued enrollment and progress toward a degree or credential;

(D) completion of a high value credential, as determined by the campus board, an associate degree, or transfer to a four (4) year institution;

(E) placement into work based learning, including apprenticeships;

(F) placement into employment at a wage meeting or exceeding the living wage threshold established by the Massachusetts Institute of Technology's living wage calculator for the campus service area, or an alternative good wage job definition adopted by the campus and approved by the campus board; and

(G) building utilization.

(3) Specific strategies to achieve the goals identified in subdivision (2).

(4) Aligned staffing models.

(5) Budgets that reflect alignment to priorities, goals, and strategies.

(b) The campus shall submit the strategic plan described in subsection (a) to the campus board and state board of trustees for approval.

SECTION 9. IC 21-22-6-16 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 16. (a) Each campus board executive committee, or a compensation committee appointed by the campus board, shall annually determine a performance based bonus for the campus chancellor in an amount not to exceed twenty percent (20%) of the chancellor's base salary.**

(b) The performance based bonus described in subsection (a)

shall be based on the campus's achievement of measurable outcomes, which may include:

(1) student enrollment;

(2) enrollment concentration in high wage, high demand fields as identified in the campus strategic plan;

(3) year over year student persistence, meaning a student's continued enrollment and progress toward a degree or credential;

(4) completion of associate degrees, high value credentials, as determined by the campus board, or transfer to a four (4) year institution;

(5) placement into work based learning, including apprenticeship or employment; and

(6) graduate wages meeting or exceeding the living wage threshold established by the Massachusetts Institute of Technology's living wage calculator for the campus service area, or an alternative good wage job definition adopted by the campus and approved by the campus board.

(c) The state board of trustees shall establish guidelines for the weighting of outcomes described in subsection (b). The state board of trustees may adjust the weighting to reflect each campus's regional priorities.

SECTION 10. IC 21-22-6-17 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 17. (a) When a vacancy occurs in the position of a campus chancellor, the campus board executive committee, or a search committee appointed by the campus board, shall conduct interviews of candidates as soon as practicable and recommend at least three (3) qualified candidates to the president of Ivy Tech Community College.**

(b) The president of Ivy Tech Community College shall select an individual from the list of candidates provided under subsection (a) to fill the position of the campus chancellor and submit the name to the state board of trustees for final approval.

SECTION 11. IC 22-4.1-1-6.5, AS AMENDED BY P.L.213-2025, SECTION 275, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 6.5. "Workforce focused agency" means the following:

(1) The department.

(2) The department of education established by IC 20-19-3-1.

(3) The commission for higher education established by IC 21-18-2-1.

(4) The office of the secretary of family and social services established by IC 12-8-1.5-1.

(5) The state workforce development board.

SECTION 12. IC 22-4.1-1-7, AS AMENDED BY P.L.7-2025, SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 7. (a) Except as provided in subsection (b), "workforce related program" means:

(1) a program operated, delivered, or enabled, in whole or in part, by a state provider using public funds to offer incentives, funding, support, or guidance for any of the following purposes:

(A) Job training.

(B) The attainment of an industry recognized certification or credential.

(C) The attainment of a postsecondary degree, certificate, or credential.

(D) The provision of other types of employment assistance.

(E) The promotion of Indiana to workers or the provision of assistance to a worker relocating to Indiana for employment.

(F) Any other program that:

(i) has, at least in part, the goal of securing employment or better employment for an individual; and

(ii) receives funding through WIOA or a state appropriation; or

(2) a work based learning program or transitional jobs program that is:

(A) through an employment social enterprise; and

(B) operated, delivered, or enabled, in whole or in part, by a state provider using public funds.

(b) For purposes of IC 22-4.1-24-3, "workforce related program" means a program offering incentives, funding, support, or guidance for any of the following purposes:

(1) Job training.

(2) The attainment of an industry recognized certification or credential.

(3) The attainment of a postsecondary degree, certificate, or credential.

(4) The provision of other types of employment assistance.

(5) The promotion of Indiana to workers or the provision of assistance to a worker relocating to Indiana for employment.

(6) Any other program that has, at least in part, the goal of securing employment or better employment for an individual.

The term ~~does not include~~ **includes** an apprenticeship program ~~for~~

~~which~~ ~~funding~~ ~~is~~ ~~received~~ **unless the apprenticeship program receives funding** under IC 22-4-25-1(c).

SECTION 13. IC 22-4.1-24-3, AS ADDED BY P.L.106-2024, SECTION 10, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 3. (a) As used in this section, "management performance hub" refers to the management performance hub established by IC 4-3-26-8.

(b) Not later than July 1, 2025, and before July 1 of each year thereafter, each workforce focused agency shall deliver to the management performance hub a workforce related program report, **including any related or supporting data contemplated by the report or data elements developed by a data governance team under subsection (c)(2).**

(c) Before June 30, 2025, each workforce focused agency shall do the following:

(1) Establish a workforce related program data governance team of subject matter experts.

(2) Develop a common set of data elements to be used to evaluate the workforce related program.

(3) To the extent reasonably possible, include in a contract entered into or renewed after June 30, 2024, between a workforce focused agency and a person conducting, operating, or administering a workforce related program a provision that requires the person to provide the workforce focused agency with the common set of data elements developed under subdivision (2).

SECTION 14. IC 22-4.1-24-4 IS ADDED TO THE INDIANA CODE AS A **NEW** SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: **Sec. 4. (a) As used in this section:**

(1) "government information" means information described in IC 4-3-26-7; and

(2) "state workforce development board" means the state workforce development board described in IC 22-4.1-1-6.5(5).

(b) The state workforce development board is considered to be an agent of a workforce focused agency and is an authorized receiver of government information under the statutory or administrative provision that controls the distribution of the government information.

(c) Interagency data sharing under this chapter with the state workforce development board does not constitute a disclosure or release under any statutory or administrative provision that controls the distribution of government information.