

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 153

BY EDUCATION COMMITTEE

AN ACT

1 RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, TO REVISE  
2 PROVISIONS REGARDING THE CAREER LADDER; AND AMENDING SECTION 33-1004B,  
3 IDAHO CODE, AS AMENDED BY SECTION 5, CHAPTER 169, LAWS OF 2018, TO REVISE  
4 THE RESIDENCY COMPENSATION RUNG ON THE CAREER LADDER.  
5

6 Be It Enacted by the Legislature of the State of Idaho:

7 SECTION 1. That Section 33-1004B, Idaho Code, be, and the same is hereby  
8 amended to read as follows:

9 33-1004B. CAREER LADDER. (1) Effective July 1, 2015, all existing in-  
10 structional staff shall be placed in a cohort on the career ladder starting  
11 with the second cell on the residency/professional compensation rung that  
12 corresponds with the next higher allocation amount than is currently re-  
13 ceived by the district, based on the experience and education index pursuant  
14 to section 33-1004A, Idaho Code, as applied in fiscal year 2015. For each  
15 year between July 1, 2015, and June 30, 2019, those instructional staff will  
16 move one (1) cell on the career ladder for each year they are employed by a  
17 district and meet the applicable performance criteria for the compensation  
18 rung and implementation year, unless such movement would result in the dis-  
19 trict receiving a lesser allocation than the district would have received if  
20 the instructional staff would have moved based on the experience and educa-  
21 tion index as applied in fiscal year 2015, for such instructional staff the  
22 district salary apportionment calculation shall use the amount that would  
23 have been applied based on the experience and education index. Applicable  
24 performance criteria used for determining movement on the career ladder will  
25 be based on the previous year's performance for the applicable number of  
26 years.

27 (2) Effective July 1, 2016, all existing pupil service staff shall  
28 be placed in a cohort on the career ladder starting with the second cell  
29 on the residency/professional compensation rung or the next higher allo-  
30 cation amount than is currently received by the district, or based on the  
31 experience and education index pursuant to section 33-1004A, Idaho Code, as  
32 applied in fiscal year 2016, whichever is higher. For individuals holding  
33 a pupil personnel services certificate with an occupational therapist or  
34 physical therapist endorsement, all experience shall be counted toward the  
35 experience calculation from the first year in which the individual held an  
36 applicable license from the bureau of occupational licenses and performed  
37 occupational therapy or physical therapy services while employed by a school  
38 district, a charter school or an accredited private or parochial school. For  
39 each year between July 1, 2016, and June 30, 2019, those pupil service staff  
40 will move one (1) cell on the career ladder for each year they are employed by  
41 a district and meet the applicable performance criteria for the compensation  
42 rung and implementation year, unless such movement would result in the dis-

1 trict receiving a lesser allocation than the district would have received if  
2 the pupil service staff would have moved based on the experience and educa-  
3 tion index as applied in fiscal year 2016. For such pupil service staff, the  
4 district salary apportionment calculation shall use the amount that would  
5 have been applied based on the experience and education index. Applicable  
6 performance criteria used for determining movement on the career ladder will  
7 be based on the previous year's performance for the applicable number of  
8 years.

9 (3) Instructional staff and pupil service staff who are in their first  
10 year of holding a certificate shall be placed in the first cell of the resi-  
11 dency compensation rung and shall move one (1) cell on the residency compen-  
12 sation rung for each year they hold a certificate thereafter, for up to three  
13 (3) years, at which point they will remain in the third cell of the residency  
14 rung until they earn a professional endorsement.

15 (4) Instructional staff new to teaching in Idaho and pupil service  
16 staff new to working in an Idaho public school district or charter school  
17 who hold a certificate from a state other than Idaho and who are approved to  
18 teach in Idaho will be placed into the cohort of instructional staff on the  
19 career ladder table equivalent to their experience and education pursuant  
20 to section 33-1004A, Idaho Code, as applied in fiscal year 2015 for instruc-  
21 tional staff and 2016 for pupil service staff. For individuals holding an  
22 Idaho pupil personnel services certificate with an occupational therapist  
23 or physical therapist endorsement, all experience shall be counted toward  
24 the experience calculation from the first year in which the individual held  
25 an applicable license from the bureau of occupational licenses and performed  
26 occupational therapy or physical therapy services while employed by a school  
27 district, a charter school or an accredited private or parochial school.

28 (5) In addition to the allocation amount specified for the applicable  
29 cell on the career ladder, school districts shall receive an additional al-  
30 location amount for career technical education instructional staff holding  
31 an occupational specialist certificate in the area for which they are teach-  
32 ing in the amount of three thousand dollars (\$3,000).

33 (6) In addition to the allocation amount specified for the applicable  
34 cell on the career ladder, school districts shall receive an additional  
35 allocation amount for instructional staff and pupil service staff holding  
36 a professional endorsement who have acquired additional education and meet  
37 the professional compensation rung performance criteria. In determining  
38 the additional education allocation amount, only credits and degrees earned  
39 based upon a transcript on file with the teacher certification office of the  
40 state department of education, earned at an institution of higher education  
41 accredited by a body recognized by the state board of education or credits  
42 earned through an internship or other work experience approved by the state  
43 board of education, shall be credited toward the education allocation. All  
44 credits and degrees earned must be in a relevant pedagogy or content area  
45 as determined by the state department of education. Education allocation  
46 amounts are not cumulative. Instructional staff whose initial certificate  
47 is an occupational specialist certificate shall be treated as BA degree-pre-  
48 pared instructional staff. Credits earned by such occupational specialist  
49 instructional staff after initial certification shall be credited toward  
50 the education allocation. Additional allocations are:

1 (a) Effective July 1, 2016, through June 30, 2017, the education allo-  
 2 cation shall be:

3 (i) For instructional staff and pupil service staff holding a  
 4 professional endorsement and a baccalaureate degree and twenty-  
 5 four (24) or more credits, eight hundred dollars (\$800) per fiscal  
 6 year.

7 (ii) For instructional staff and pupil service staff holding a  
 8 professional endorsement and a master's degree, one thousand four  
 9 hundred dollars (\$1,400) per fiscal year.

10 (b) Effective July 1, 2017, through June 30, 2018, the education alloca-  
 11 tion shall be:

12 (i) For instructional staff and pupil service staff hold-  
 13 ing a professional endorsement and a baccalaureate degree and  
 14 twenty-four (24) or more credits, one thousand two hundred dollars  
 15 (\$1,200) per fiscal year.

16 (ii) For instructional staff and pupil service staff holding a  
 17 professional endorsement and a master's degree, two thousand one  
 18 hundred dollars (\$2,100) per fiscal year.

19 (c) Effective July 1, 2018, through June 30, 2019, the education allo-  
 20 cation shall be:

21 (i) For instructional staff and pupil service staff hold-  
 22 ing a professional endorsement and a baccalaureate degree and  
 23 twenty-four (24) or more credits, one thousand six hundred dollars  
 24 (\$1,600) per fiscal year.

25 (ii) For instructional staff and pupil service staff holding  
 26 a professional endorsement and a master's degree, two thousand  
 27 eight hundred dollars (\$2,800) per fiscal year.

28 (d) Effective July 1, 2019, through June 30, 2020, the education allo-  
 29 cation shall be:

30 (i) For instructional staff and pupil service staff holding a  
 31 professional endorsement and a baccalaureate degree and twenty-  
 32 four (24) or more credits, two thousand dollars (\$2,000) per fis-  
 33 cal year.

34 (ii) For instructional staff and pupil service staff holding a  
 35 professional endorsement and a master's degree, three thousand  
 36 five hundred dollars (\$3,500) per fiscal year.

37 (7) Effective July 1, 2015, through June 30, 2016, the allocation shall  
 38 be:

39 Base

40 Allocation	1	2	3	4	5	6	7	8	9	10
41 Residency/ 42 Professional	\$32,700	\$33,200	\$33,822							
43 Professional	\$35,498	\$36,885	\$38,311	\$39,775	\$41,282	\$42,089	\$43,668	\$45,305	\$47,004	\$47,603

44 (8) Effective July 1, 2016, through June 30, 2017, the allocation shall  
 45 be:

1	Base										
2	Allocation	1	2	3	4	5	6	7	8	9	10
3	Residency/										
4	Professional	\$33,400	\$34,250	\$35,117							
5	Professional	\$37,249	\$38,758	\$39,546	\$41,113	\$41,961	\$43,591	\$44,503	\$46,201	\$47,183	\$48,202

6 (9) Effective July 1, 2017, through June 30, 2018, the allocation shall  
7 be:

8	Base										
9	Allocation	1	2	3	4	5	6	7	8	9	10
10	Residency	\$34,600	\$35,500	\$36,411							
11	Professional	\$38,999	\$40,630	\$41,155	\$42,825	\$43,391	\$45,102	\$45,711	\$47,467	\$48,122	\$48,802

12 (10) Effective July 1, 2018, through June 30, 2019, school districts  
13 shall receive an allocation for instructional staff and pupil service staff  
14 based on the staffs' position on the career ladder.

15 (a) Instructional staff and pupil service staff in their first year of  
16 holding a professional endorsement shall be placed in the first cell of  
17 the professional compensation rung.

18 (b) Instructional staff and pupil service staff previously placed  
19 within a cohort shall continue to move one (1) cell on the applicable  
20 rung with their cohort unless they have failed to meet the compensation  
21 rung performance criteria for the previous three (3) years. Allocations  
22 to districts for instructional staff and pupil service staff who  
23 have failed to meet the professional compensation rung performance criteria  
24 for the previous three (3) years shall be the same as the previous  
25 fiscal year. This also applies to the educational allocation.

26 (11) Effective July 1, 2018, through June 30, 2019, the allocation shall  
27 be:

28	Base										
29	Allocation	1	2	3	4	5	6	7	8	9	10
30	Residency	\$35,800	\$36,750	\$37,706							
31	Professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401

32 (12) Effective July 1, 2019, through June 30, 2020, school districts  
33 shall receive an allocation for instructional staff and pupil service staff  
34 based on the staffs' position on the career ladder as follows:

35 (a) Instructional staff and pupil service staff in their first year of  
36 holding a professional endorsement shall be placed in the first cell of  
37 the professional compensation rung.

38 (b) Instructional staff and pupil service staff previously placed  
39 within a cohort shall continue to move ~~one (1) cell on the applicable~~  
40 ~~rung~~ with their cohort through the ladder, unless they have failed to  
41 meet the professional compensation rung performance criteria for three  
42 (3) of the previous four (4) years, according to the following schedule,

1 which results in pay increases for instructional staff and pupil ser-  
 2 vice staff at all levels:

3 (i) Individuals in the professional levels 1 and 2 during the pre-  
 4 vious fiscal year will move to the professional level 2 for July 1,  
 5 2019, through June 30, 2020;

6 (ii) Individuals in the professional levels 3 and 4 during the  
 7 previous fiscal year will move to the new professional level 3 for  
 8 July 1, 2019, through June 30, 2020;

9 (iii) Individuals in the professional levels 5 and 6 during the  
 10 previous fiscal year will move to the new professional level 4 for  
 11 July 1, 2019, through June 30, 2020; and

12 (iv) Individuals in the professional levels 7, 8, 9, and 10 during  
 13 the previous fiscal year will move to the new professional level 5  
 14 for July 1, 2019, through June 30, 2020.

15 Allocations to districts for instructional staff and pupil service  
 16 staff who have failed to meet the professional compensation rung per-  
 17 formance criteria for three (3) of the previous four (4) years shall be  
 18 the same as the previous fiscal year. This also applies to the educa-  
 19 tional allocation.

20 (13) Effective July 1, 2019, through June 30, 2020, the allocation shall  
 21 be:

22 Base

23 Allocation	1	2	3	4	5	6	7	8	9	10
24 Residency	\$37,000	\$38,500	\$38,000	\$39,000	\$39,000	\$39,500				
25 Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000					

26 (14) A review of a sample of evaluations completed by administrators  
 27 shall be conducted annually to verify such evaluations are being conducted  
 28 with fidelity to the state framework for teaching evaluation, including  
 29 each evaluation component as outlined in administrative rule and the rat-  
 30 ing given for each component. The state board of education shall randomly  
 31 select a sample of administrators throughout the state. A portion of such  
 32 administrators' instructional staff and pupil service staff employee eval-  
 33 uations shall be independently reviewed. The ratio of instructional staff  
 34 evaluations to pupil service staff evaluations shall be equal to the ra-  
 35 tio of the statewide instructional staff salary allowance to pupil service  
 36 staff salary allowance. The state board of education with input from the  
 37 Idaho-approved teacher preparation programs and the state department of  
 38 education shall identify individuals and a process to conduct the reviews.  
 39 Administrator certificate holders shall be required to participate in ongo-  
 40 ing evaluation training pursuant to section 33-1204, Idaho Code. The state  
 41 board of education shall report annually the findings of such reviews to the  
 42 senate education committee, the house of representatives education commit-  
 43 tee, the state board of education and the deans of Idaho's approved teacher  
 44 preparation programs. The state board of education shall promulgate rules  
 45 implementing the provisions of this subsection.

46 (15) School districts shall submit annually to the state the data nec-  
 47 essary to determine whether an instructional staff or pupil service staff

1 member has met the performance criteria for the applicable compensation  
2 rung and implementation year. The department of education shall calculate  
3 annually whether instructional staff and pupil service staff have met the  
4 compensation rung performance criteria based on the data submitted during  
5 the previous years that are applicable to the performance criteria for that  
6 year. Individually identifiable performance evaluation ratings submitted  
7 to the state remain part of the employee's personnel record and are exempt  
8 from public disclosure pursuant to section 74-106, Idaho Code.

9 SECTION 2. That Section 33-1004B, Idaho Code, as amended by Section 5,  
10 Chapter 169, Laws of 2018, be, and the same is hereby amended to read as fol-  
11 lows:

12 33-1004B. CAREER LADDER. School districts shall receive an allocation  
13 for instructional staff and pupil service staff based on their staffs' posi-  
14 tion on the career ladder as follows:

15 (1) Instructional staff and pupil service staff who are in their first  
16 year of holding a certificate shall be placed in the first cell of the resi-  
17 dency compensation rung and shall move one (1) cell on the residency compen-  
18 sation rung for each year they hold a certificate thereafter for up to three  
19 (3) years, at which point they will remain in the third cell of the residency  
20 rung until they earn a professional endorsement.

21 (2) Instructional staff and pupil service staff in their first year of  
22 holding a professional endorsement shall be placed in the first cell of the  
23 professional compensation rung.

24 (3) Instructional staff and pupil service staff on the professional  
25 compensation rung with four (4) years of experience shall move one (1) cell  
26 on the professional compensation rung unless they have failed to meet the  
27 professional compensation rung performance criteria for three (3) of the  
28 previous four (4) years. Instructional staff and pupil service staff on the  
29 professional compensation rung who meet the performance criteria for three  
30 (3) of the previous five (5) years, one (1) of which must be during the fourth  
31 or fifth year, shall move one (1) cell. Allocations for instructional staff  
32 and pupil service staff who do not meet the professional compensation rung  
33 performance criteria for three (3) of the previous five (5) years, one (1) of  
34 which must be during the fourth or fifth year, shall remain at the previous  
35 fiscal year allocation level. This also applies to the educational alloca-  
36 tion.

37 (4) In addition to the allocation amount specified for the applicable  
38 cell on the career ladder, school districts shall receive an additional al-  
39 location amount for career technical education instructional staff holding  
40 an occupational specialist certificate in the area for which they are teach-  
41 ing in the amount of three thousand dollars (\$3,000).

42 (5) In addition to the allocation amount specified for the applicable  
43 cell on the career ladder, school districts shall receive an additional  
44 allocation amount for instructional staff and pupil service staff holding  
45 a professional endorsement who have acquired additional education and meet  
46 the professional compensation rung performance criteria. In determining  
47 the additional education allocation amount, only transcribed credits and  
48 degrees on file with the teacher certification office of the state depart-  
49 ment of education, earned at an institution of higher education accredited

1 by a body recognized by the state board of education or credits earned  
 2 through an internship or work experience approved by the state board of  
 3 education, shall be allowed. All credits and degrees earned must be in a  
 4 relevant pedagogy or content area as determined by the state department of  
 5 education. Additional education allocation amounts are not cumulative.  
 6 Instructional staff whose initial certificate is an occupational specialist  
 7 certificate shall be treated as BA degree-prepared instructional staff.  
 8 Credits earned by such occupational specialist instructional staff after  
 9 initial certification shall be credited toward the education allocation.  
 10 Additional allocations are:

11 (a) For instructional staff and pupil service staff holding a profes-  
 12 sional endorsement, a baccalaureate degree and twenty-four (24) or more  
 13 credits, two thousand dollars (\$2,000) per fiscal year.

14 (b) For instructional staff and pupil service staff holding a profes-  
 15 sional endorsement and a master's degree, three thousand five hundred  
 16 dollars (\$3,500) per fiscal year.

17 (c) Effective July 1, 2020, the allocation shall be:

18 Base								
19 Allocation	1	2	3	4	5			
20 Residency	<del>\$37,000</del> \$40,000	<del>\$38,000</del> \$40,500	<del>\$39,000</del> \$41,000					
21 Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000			

22 (6) A review of a sample of evaluations completed by administrators  
 23 shall be conducted annually to verify such evaluations are being conducted  
 24 with fidelity to the state framework for teaching evaluation, including  
 25 each evaluation component as outlined in administrative rule and the rat-  
 26 ing given for each component. The state board of education shall randomly  
 27 select a sample of administrators throughout the state. A portion of such  
 28 administrators' instructional staff and pupil service staff employee eval-  
 29 uations shall be independently reviewed. The ratio of instructional staff  
 30 evaluations to pupil service staff evaluations shall be equal to the ra-  
 31 tio of the statewide instructional staff salary allowance to pupil service  
 32 staff salary allowance. The state board of education with input from the  
 33 Idaho-approved teacher preparation programs and the state department of  
 34 education shall identify individuals and a process to conduct the reviews.  
 35 Administrator certificate holders shall be required to participate in ongo-  
 36 ing evaluation training pursuant to section 33-1204, Idaho Code. The state  
 37 board of education shall report annually the findings of such reviews to the  
 38 senate education committee, the house of representatives education commit-  
 39 tee, the state board of education and the deans of Idaho's approved teacher  
 40 preparation programs. The state board of education shall promulgate rules  
 41 implementing the provisions of this subsection.

42 (7) School districts shall submit annually to the state the data nec-  
 43 essary to determine if an instructional staff or pupil service staff member  
 44 has met the performance criteria for movement on the applicable compen-  
 45 sation rung. The department of education shall calculate whether or not  
 46 instructional staff and pupil service staff have met the compensation rung  
 47 performance criteria based on the data submitted during the previous five

1 (5) years. Individually identifiable performance evaluation ratings sub-  
2 mitted to the state remain part of the employee's personnel record and are  
3 exempt from public disclosure pursuant to section 74-106, Idaho Code.