

## **SB1088 – RIF and REDUCING SALARIES**

### **SUNSET OF HB261 and 1040a (both from 2013)**

Mr. Chairman and members of the Committee, for the record, I am Karen Echeverria and I am here today on behalf of the Idaho School Boards Association (ISBA) membership. Thank you for the opportunity to present SB1088 to you.

This legislation is the combination of two bills that have contained sunset clauses on them for two years. Those two bills are reduction in force and the ability to reduce a teacher's salary from one year over the next. During the past two years, we have collected data on how the bills were working. Based on that data and working with the IEA, we are coming to you with one consensus piece of legislation.

I will take the easy part first. Section 1 of the bill contains new language that deals with Reduction in Force. The original premise of this legislation was to ensure that seniority could not be the only factor in a reduction in force. Rather than remove the sunset clause on the bill from 2013, we have completely rewritten this language based on feedback we have received from our school districts and charter schools and in conjunction with the IEA. While school districts and charter schools never like to have to reduce employees, this legislation

sets out clear parameters under which a reduction in force can occur and defines a reduction in force.

Section 2 of the bill is a little more complicated. Because of the way legislative services writes legislation to remove sunset clauses, you cannot really see the actual legislation. As such, we have provided you with copies of the original bill from 2013 so you can see the language. SB1088 asks that you remove the sunset clause on this piece of legislation and make it permanent. We are not making any changes to this language.

This legislation is a bit more complicated and lengthy. The main point of this legislation is to give the locally elected school board members the ability to increase or decrease salaries of certificated staff or to shorten or lengthen the term of teacher's contracts under certain conditions.

First of all, I want you to know that if a reduction in salary is applied or contracts are shortened, it must be uniformly applied to all employees.

In addition, there are two triggers in this legislation before salaries can be reduced or contracts can be shortened. First of all, if both parties agree, contracts can be reduced. Secondly, before a school district can reduce the length of the renewable teacher's contract, they have to analyze their estimation of the salary based apportionment they will receive from the state of Idaho for the current school year. If the sum they are

estimating they are going to have to pay for their certificated teacher's actual salary is greater in amount than that which they will be receiving in reimbursement through salary based apportionment, then this meets the trigger for reduction of contract days.

This legislation also allows school districts and charter schools to issue letters of intent for employment to renewable contract teachers and clarifies that all contracts must be issued by July 1 of each year. In addition, should the board make a determination that salaries need to be reduced or contracts shortened, they must allow for a single informal review for all affected employees.

With that Mr. Chairman and members of the committee, I would ask that you send SB1088 to the floor with a do pass recommendation.

I would be glad to stand for any questions.