

IN THE SENATE

SENATE BILL NO. 1095

BY EDUCATION COMMITTEE

AN ACT

RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, TO REVISE PROVISIONS REGARDING THE CAREER LADDER; AND DECLARING AN EMERGENCY AND PROVIDING AN EFFECTIVE DATE.

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

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

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

(1) Instructional staff and pupil service staff who are in their first year of holding an Idaho certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold an Idaho certificate and are employed in an Idaho public school thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.

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

(3) Instructional staff and pupil service staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff and pupil service staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

(4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.

(5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensa-

1 tion rung performance criteria shall remain at the previous fiscal year al-  
2 location level. This also applies to the additional education allocation.

3 (6) Career technical education instructional staff holding an occupa-  
4 tional specialist certificate shall be placed on the career ladder as fol-  
5 lows:

6 (a) Instructional staff new to working in an Idaho public school:

7 (i) With two (2) or three (3) years of industry experience in a  
8 field closely related to the subjects they seek to teach shall be  
9 placed in an equivalent cell to instructional staff who have been  
10 on the career ladder and met the movement requirements for one (1)  
11 year;

12 (ii) With four (4) or five (5) years of industry experience in a  
13 field closely related to the subjects they seek to teach shall be  
14 placed in an equivalent cell to instructional staff who have been  
15 on the career ladder and met the movement requirements for two (2)  
16 years;

17 (iii) With six (6) or seven (7) years of industry experience in a  
18 field closely related to the subjects they seek to teach shall be  
19 placed in an equivalent cell to instructional staff who have been  
20 on the career ladder and met the movement requirements for three  
21 (3) years; and

22 (iv) With eight (8) or more years of industry experience in a  
23 field closely related to the subjects they seek to teach shall be  
24 placed in an equivalent cell to instructional staff who have been  
25 on the career ladder and met the movement requirements for four (4)  
26 years; and

27 (b) Existing career technical education instructional staff on the  
28 residency compensation rung shall have their placement updated con-  
29 sistent with the provisions of paragraph (a) of this subsection if the  
30 update would result in a rung higher than their current placement.

31 (7) Instructional staff or pupil service staff entering their first  
32 year on the career ladder, but with prior certificated instructional, pupil  
33 service, administrative, or equivalent elementary or secondary school ex-  
34 perience, including in an accredited private or parochial school, shall be  
35 placed on the career ladder as follows:

36 (a) Instructional staff and pupil service staff who have been awarded a  
37 professional endorsement shall be placed as follows:

38 (i) Those with four (4) years of certificated experience and docu-  
39 mentation from the hiring school district or charter school ad-  
40 ministrators, attesting the individual has provided evidence that  
41 the individual has met the professional compensation rung perfor-  
42 mance criteria in two (2) of the previous four (4) years, shall be  
43 placed in an equivalent cell on the career ladder to instructional  
44 staff or pupil service staff who have met the movement criteria for  
45 four (4) years; or

46 (ii) Those with five (5) or more years of certificated experi-  
47 ence and documentation from the hiring school district or charter  
48 school administrators, attesting the individual has provided evi-  
49 dence that the individual has met the professional compensation  
50 rung performance criteria in three (3) of the previous five (5)

1           years, with one (1) year being the fourth or fifth year, shall be  
 2           placed in an equivalent cell on the career ladder to instructional  
 3           staff or pupil service staff who have met the movement criteria for  
 4           the equivalent number of years as they have verified experience.

5           (b) Instructional staff and pupil service staff who have been awarded  
 6           an advanced professional endorsement with nine (9) or more years of cer-  
 7           tificated experience and documentation from the hiring school district  
 8           or charter school administrator, attesting the individual has provided  
 9           evidence that the individual has met the professional compensation rung  
 10          performance criteria in three (3) of the previous five (5) years, with  
 11          one (1) year being the fourth or fifth year, shall be placed in an equiv-  
 12          alent cell on the career ladder to instructional staff or pupil service  
 13          staff who have met the movement criteria for the equivalent number of  
 14          years as they have verified experience.

15          (8) In addition to the allocation amount specified for the applicable  
 16          cell on the career ladder, school districts shall receive an additional al-  
 17          location amount for career technical education instructional staff holding  
 18          an occupational specialist certificate in the area for which they are teach-  
 19          ing in the amount of three thousand dollars (\$3,000), which shall be des-  
 20          ignated for career technical education staff and included as part of their  
 21          salary.

22          (9) In addition to the allocation amount specified for the applicable  
 23          cell on the career ladder, school districts shall receive an additional  
 24          allocation amount for instructional staff and pupil service staff holding  
 25          a professional or an advanced professional endorsement who have acquired  
 26          additional education and meet the professional or advanced professional  
 27          compensation rung performance criteria. In determining the additional ed-  
 28          ucation allocation amount, only transcribed credits and degrees on file  
 29          with the teacher certification office of the state department of education,  
 30          earned at an institution of higher education accredited by a body recognized  
 31          by the state board of education or credits earned through an internship or  
 32          work experience approved by the state board of education, shall be allowed.  
 33          All credits and degrees earned must be in a relevant pedagogy or content area  
 34          as determined by the state department of education. Additional education  
 35          allocation amounts are not cumulative. Instructional staff whose initial  
 36          certificate is an occupational specialist certificate shall be treated as BA  
 37          degree-prepared instructional staff. Credits earned by such occupational  
 38          specialist instructional staff after initial certification shall be cred-  
 39          ited toward the education allocation. Additional education allocations  
 40          are:

41          (a) For instructional staff and pupil service staff holding a profes-  
 42          sional or an advanced professional endorsement, a baccalaureate degree  
 43          and twenty-four (24) or more credits, two thousand dollars (\$2,000) per  
 44          fiscal year.

45          (b) For instructional staff and pupil service staff holding a profes-  
 46          sional or an advanced professional endorsement and a master's degree,  
 47          three thousand five hundred dollars (\$3,500) per fiscal year.

48          ~~(c) Effective July 1, 2021, the allocation shall be:~~

1	Base					
2	<del>Allocation</del>	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>
3	<del>Residency</del>	<del>\$40,369</del>	<del>\$40,990</del>	<del>\$41,611</del>		
4	<del>Professional</del>	<del>\$42,991</del>	<del>\$44,836</del>	<del>\$46,681</del>	<del>\$48,526</del>	<del>\$50,370</del>
5	<del>Advanced</del>					
6	<del>Professional</del>	<del>\$52,734</del>	<del>\$53,207</del>			

7 ~~(d) Effective July 1, 2022, the allocation shall be:~~

8	Base					
9	<del>Allocation</del>	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>
10	<del>Residency</del>	<del>\$40,742</del>	<del>\$41,486</del>	<del>\$42,231</del>		
11	<del>Professional</del>	<del>\$43,488</del>	<del>\$45,302</del>	<del>\$47,116</del>	<del>\$48,930</del>	<del>\$50,743</del>
12	<del>Advanced</del>					
13	<del>Professional</del>	<del>\$53,478</del>	<del>\$54,442</del>	<del>\$55,389</del>		

14 ~~(e) Effective July 1, 2023, the allocation shall be:~~

15	Base					
16	<del>Allocation</del>	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>
17	<del>Residency</del>	<del>\$41,118</del>	<del>\$41,988</del>	<del>\$42,860</del>		
18	<del>Professional</del>	<del>\$43,990</del>	<del>\$45,773</del>	<del>\$47,555</del>	<del>\$49,337</del>	<del>\$51,119</del>
19	<del>Advanced</del>					
20	<del>Professional</del>	<del>\$54,233</del>	<del>\$55,705</del>	<del>\$57,165</del>	<del>\$58,613</del>	

21 ~~(f) Effective July 1, 2024, the allocation shall be:~~

22	Base					
23	<del>Allocation</del>	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>
24	<del>Residency</del>	<del>\$41,500</del>	<del>\$42,500</del>	<del>\$43,500</del>		
25	<del>Professional</del>	<del>\$44,500</del>	<del>\$46,250</del>	<del>\$48,000</del>	<del>\$49,750</del>	<del>\$51,500</del>
26	<del>Advanced</del>					
27	<del>Professional</del>	<del>\$55,000</del>	<del>\$57,000</del>	<del>\$59,000</del>	<del>\$61,000</del>	<del>\$63,000</del>

28 (c) Effective July 1, 2023, the allocation shall be:

29	Base					
30	<u>Allocation</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
31	<u>Residency</u>	<u>\$47,477</u>	<u>\$48,347</u>	<u>\$49,219</u>		
32	<u>Professional</u>	<u>\$50,349</u>	<u>\$52,132</u>	<u>\$53,914</u>	<u>\$55,696</u>	<u>\$57,478</u>
33	<u>Advanced</u>					
34	<u>Professional</u>	<u>\$60,592</u>	<u>\$62,064</u>	<u>\$63,524</u>	<u>\$64,972</u>	

35 (d) Effective July 1, 2024, the allocation shall be:

36	Base					
37	<u>Allocation</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
38	<u>Residency</u>	<u>\$47,859</u>	<u>\$48,859</u>	<u>\$49,859</u>		
39	<u>Professional</u>	<u>\$50,859</u>	<u>\$52,609</u>	<u>\$54,359</u>	<u>\$56,109</u>	<u>\$57,859</u>
40	<u>Advanced</u>					
41	<u>Professional</u>	<u>\$61,359</u>	<u>\$63,359</u>	<u>\$65,359</u>	<u>\$67,359</u>	<u>\$69,359</u>

1 (10) Effective July 1, 2025, the educator salary-based apportionment  
2 program compensation rung cell amounts shall be adjusted by an amount equiv-  
3 alent to the salary-based apportionment adjustment for administrative and  
4 classified staff positions.

5 (11) A review of a sample of evaluations completed by administrators  
6 shall be conducted annually to verify such evaluations are being conducted  
7 with fidelity to the state framework for teaching evaluation, including  
8 each domain and identification of which domain or domains the administrator  
9 is focusing on for the instructional staff or pupil service staff member  
10 being evaluated, as outlined in administrative rule. The review shall be  
11 completed prior to November 1 of each year. The state board of education  
12 shall randomly select a sample of administrators throughout the state. A  
13 portion of such administrators' instructional staff and pupil service staff  
14 employee evaluations shall be independently reviewed. The ratio of in-  
15 structional staff evaluations to pupil service staff evaluations shall be  
16 equal to the ratio of the statewide instructional staff salary allowance to  
17 pupil service staff salary allowance. The state board of education, with  
18 input from the Idaho-approved teacher preparation programs and the state  
19 department of education, shall identify individuals and a process to conduct  
20 the reviews. Administrator certificate holders shall be required to par-  
21 ticipate in ongoing evaluation training pursuant to section 33-1204, Idaho  
22 Code. The state board of education shall report annually the findings of  
23 such reviews to the senate education committee, the house of representatives  
24 education committee, the state board of education and the deans of Idaho's  
25 approved teacher preparation programs. The state board of education shall  
26 promulgate rules implementing the provisions of this subsection.

27 (12) School districts shall submit annually to the state the data nec-  
28 essary to determine if an instructional staff or pupil service staff member  
29 has met the performance criteria for movement on the applicable compensation  
30 rung. Such data shall include the individuals' performance on each of the  
31 performance criteria as defined in section 33-1001, Idaho Code, including  
32 the percentage of students meeting their measurable student achievement and  
33 student success indicator targets. The department of education shall calcu-  
34 late whether or not instructional staff and pupil service staff have met the  
35 compensation rung performance criteria based on the data submitted during  
36 the previous five (5) years. Individually identifiable performance evalu-  
37 ation ratings submitted to the state remain part of the employee's person-  
38 nel record and are exempt from public disclosure pursuant to section 74-106,  
39 Idaho Code.

40 SECTION 2. An emergency existing therefor, which emergency is hereby  
41 declared to exist, this act shall be in full force and effect on and after  
42 July 1, 2025.