

STATEMENT OF PURPOSE

RS23890

Proposed changes would amend the education support program in Title 33, Chapter 10 to establish a funding model for school districts for instructional staff that would be variable based on a compensation system consisting of two rungs: the residency compensation rung and the professional compensation rung. Movement between rungs would depend on instructional staff meeting the applicable performance criteria and obtaining a professional endorsement. The performance criteria would use the existing statewide evaluation framework and student achievement or growth targets established at the district level. Districts would select measures of student achievement or growth from a predefined list. In addition to the compensation rung allotment, districts would be eligible for two additional levels of funding for instructional staff holding a professional endorsement and who have received additional credits or degrees. The amendments include a five (5) year implementation plan that would place teachers into a cohort based on the current salary allotment for them and then provide incremental increases each year until full implementation in July 2020. New teachers would be placed in the first cell on the residency rung and will move up the rungs based on years of service and ability to meet performance criteria. Current teachers with three or more years of teaching experience would automatically receive the professional endorsement. The proposed funding model does not change current funding for administrators or pupil service staff. Pupil service staff are individuals working in the districts as nurses, counselors, audiologists and similar positions that are not responsible for the direct instruction of students. Teachers who could not obtain the professional endorsement would retain their certificate and be able to teach, but would not be eligible for a renewable contract or movement to the professional compensation rung until such time as they earned the professional endorsement.

FISCAL NOTE

Given a five year implementation plan, and using current instructor apportionment as the baseline, the proposed changes would result in an estimated increase over the previous year's appropriation for instructor salaries and benefits, with FY 2016 reflecting 167 support units, as follows:

Fiscal Year	Proposed Career Ladder Model	(incremental increase w/benefits)
FY 2016	\$ 33,504,838	
FY 2017	\$ 39,240,110	
FY 2018	\$ 53,008,002	
FY 2019	\$ 47,171,236	
FY 2020	\$ 41,013,924	
	\$213,938,110	

An ongoing annual appropriation of \$1 million will be required to implement the review of evaluations as specified in the legislation.

Contact:

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