

MINUTES
HOUSE EDUCATION COMMITTEE

DATE: Friday, February 27, 2015

TIME: 9:00 A.M.

PLACE: Room EW41

MEMBERS: Chairman DeMordaunt, Vice Chairman VanOrden, Representatives Shepherd, Wills, Boyle, Clow, Gestrin, Harris, Mendive, McDonald, Dixon, Kerby, Pence, Kloc, Rubel

**ABSENT/
EXCUSED:** Representatives Wills, Boyle

GUESTS: JoAnn Bujarski, Taylor Raney, and Tim Corder, SDE; Robin Nettinga, IEA; Jess Harrison and Karen Echeverria, ISBA; Rob Winslow, IASA; Wayne Rush, IASA and Emmett School District; Tracie Bent, SBOE; Clark Corbin, Idaho Ed News; Harold Ott, Rural Schools

Chairman DeMordaunt called the meeting to order at 9:01 a.m.

MOTION: **Rep. Kloc** made a motion to approve the minutes of the February 24, 2015 meeting. **Motion carried by voice vote.**

MOTION: **Rep. Mendive** made a motion to approve the minutes of the February 25, 2015 meeting. **Motion carried by voice vote.**

Chairman DeMordaunt outlined the protocol for the discussion on the Career Ladder draft. He indicated the discussion was not a debate. The Chairman and **Marilyn Whitney** would answer questions pertaining to the Career Ladder. He asked members of the committee to keep comments focused on fact finding.

Marilyn Whitney, Sr. Special Assistant for Education, Governor's Office, gave an overview of the Career Ladder. She explained the Career Ladder was an outcome of the 2013 Governor's Task Force Recommendations regarding teacher compensation. She said the Task Force recognized the lack of incentives in the current process of compensation. She said the proposed Career Ladder is a shift in teacher compensation which addresses fiscal instability, recruiting and retention, incentives and accountability.

Ms. Whitney provided a content overview of the draft. She said the key provisions include a multi-year implementation to reach new competitive salary apportionment. It increases teacher salary apportionment at every level each year, and rewards master teachers who excel in the classroom. The provisions also provide premiums for leadership roles and additional compensation for teachers who achieve higher levels of education. She outlined the provisions for certification, professional endorsement, and measurements for student achievement and growth. Ms. Whitney explained the possible steps necessary for those teachers not able to earn a professional endorsement. She described the proposed state salary apportionment Career Ladder at full implementation including how compensation would appear on each rung of the ladder. She compared the current salary apportionment grid to that of the proposed grid for teacher compensation.

The committee discussion centered upon the following:

- Renewable contracts in the residency portion of the Career Ladder
- Eligibility for master premiums and the crucial eight-year proficiency mark on the Career Ladder
- Teachers transferring into the state of Idaho and their entrance onto the Career Ladder
- Eligibility for leadership premiums and teacher performance appraisal on the Charlotte Danielson Career Evaluation
- Measurements for student achievement
- Possibility of teacher compensation being frozen on a rung of the Career Ladder
- The dates of the implementation schedule and the possibility of reduction in salaries upon implementation
- Newer teachers leapfrogging the seasoned teachers in eligibility for compensation
- The predicted percentage of those able to receive leadership premiums and the duration of those premiums
- Clarification on master premiums and predicted percentage of eligibility
- Advanced degrees and the probability of past degrees being nullified in regard to Career Ladder entrance
- The exclusion of non-instructional staff, such as school counselors, on the Career Ladder
- The State Board of Education criteria for a description of a master teacher
- Local school boards flexibility and what portions of the Career Ladder are left to trustee interpretation
- The enhancement of teacher salaries by local school boards—above the salaries shown on the Career Ladder
- Opportunities for innovation and creativity by local districts
- Career Ladder subjectivity to union negotiation

ADJOURN: There being no further business to come before the committee, the meeting adjourned at 9:58 a.m.

Representative DeMordaunt
Chair

Jean Vance
Secretary