

Career Ladder Legislation



**Senate Education Committee
March 2, 2015**

Purpose

The 2013 Governor's Task Force for Improving Education recommended implementing a Career Ladder for teacher compensation to address the following:

- Fiscal instability
- Recruiting and retention
- Incentives and accountability

Key Provisions

- Multi-year implementation to reach new competitive salary apportionment:
 - \$37,000 for beginning teachers at the residency level (up from the current \$31,750)
 - \$42,500 to \$50,000 for teachers with professional endorsement
 - \$4,000 premium for teachers who meet master teacher criteria
- Increases teacher salary apportionment at every level each year
- Rewards master teachers who excel in the classroom
- Provides premiums for leadership roles
- Provides additional compensation for teachers who achieve higher levels of education
 - \$2,000 for a bachelor's degree + 24 credits
 - \$3,500 for a master's degree

Certification

- Teaching certificate is granted by the state upon completion of current teacher preparation requirements
- Certificate is renewable every 5 years based on current requirements
- Initial 3 years with mentoring and professional development tied to an Individualized Professional Learning Plan
- At the end of the 3 years, a teacher is eligible for a professional endorsement, a continuous employment contract and can advance on the Career Ladder
- Earning a professional endorsement is based on meeting proficiency on the statewide evaluation framework and student growth

Professional Endorsement

- Overall proficiency on the state framework of evaluation
- A majority of students meeting student achievement or growth measures
- Individualized Professional Learning Plan
- Additional artifacts of effective teaching (optional)
- Renewed with the teaching certificate with no additional requirements

Student Achievement/Growth Criteria

- Student achievement or growth criteria will be defined by each individual school district. Tools used for measuring achievement include:
 - Idaho Standards Achievement Test
 - Student Learning Objectives
 - Formative Assessments
 - Teacher-constructed Assessments of Student Growth
 - Pre- and Post-tests
 - Performance-based Assessments
 - Idaho Reading Indicator
 - College Entrance Exams (PSAT, SAT, ACT)
 - District Adopted Assessments
 - End of Course Exams
 - Advanced Placement Exams
 - Professional-technical Exams

Professional Endorsement

What if a teacher does not earn a professional endorsement?

- The teacher will keep his/her teaching certificate and can continue to teach at an Idaho public school
- The teacher's salary apportionment will remain in the final cell of the residency compensation rung until a professional endorsement is earned
- The teacher will not be eligible for the education bonus until a professional endorsement is earned
- The teacher may not be placed on a renewable contract status until a professional endorsement is earned

Proposed Career Ladder

State Salary Apportionment at Full Implementation



Residen
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\$37,000	\$38,000	\$39,000
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Professional

\$42,500	\$44,375	\$46,250	\$48,125	\$50,000
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Master
Premiu
m

\$4,000

Career Ladder – Residency Rung

State Salary Apportionment at Full Implementation



Residen cy	\$37,000	\$38,000	\$39,000
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Residency Compensation Rung

- New, certificated teachers start at the first cell of the residency compensation rung
- Teachers move to the 2nd cell in year 2 and the 3rd cell in year 3 as they work toward earning their professional endorsement

Career Ladder – Professional Rung

State Salary Apportionment at Full Implementation



Residen
cy

\$37,000	\$38,000	\$39,000
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Professional

\$42,500

\$44,375

\$46,250

\$48,125

\$50,000



Master
Premiu
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\$4,000

Career Ladder

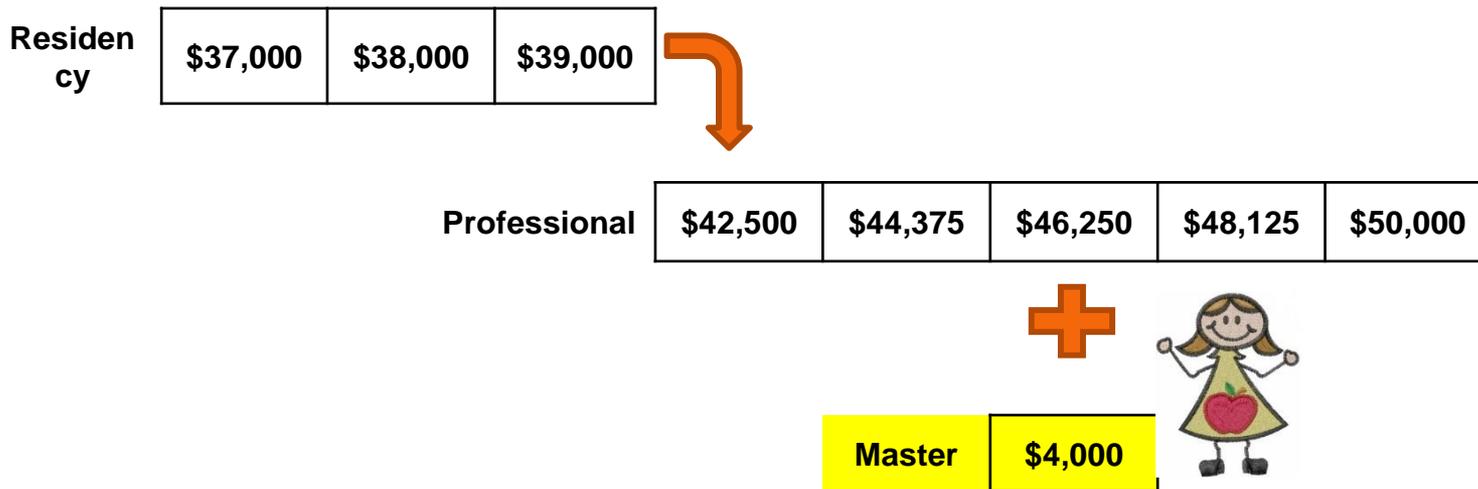
Professional Compensation Rung Performance Criteria

- Teachers move to the first cell of the professional compensation rung upon receiving a professional endorsement
- Movement across the professional compensation rung based on local evaluation and student academic performance
 - Overall proficiency on the Idaho state performance evaluation framework
 - Majority of students meet measurable student achievement or growth targets

Note: Outcomes of the performance evaluation and student achievement/growth **do not** impact certification status or renewal

Proposed Career Ladder

State Salary Apportionment at Full Implementation



Career Ladder

Master Premium Performance Criteria (effective July 1, 2019)

\$4,000 premium

- Minimum of 8 years teaching
- For 3 of the previous 5 years:
 - Student Achievement
 - Mastery of instructional techniques and professional practice
- A plan developed at the district level and approved by the State Board of Education

OR

- A plan developed by a committee made up of teachers, administrators and other stakeholders facilitated by the State Board of Education

Current Salary Apportionment Grid

FY15 Minimum Salary:							
				MA	MA + 12	MA + 24	MA + 36
	BA	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	PhD
0	\$23,354	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127
1	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219
2	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352
3	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528
4	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748
5	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013
6	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326
7	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688
8	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102
9	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568
10	\$32,528	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089
11	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$42,089	\$43,668
12	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$45,305
13+	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$47,004

Career Ladder at Full Implementation

Salary Apportionment Table					
	1	2	3	4	5
Residency Teacher	\$37,000	\$38,000	\$39,000		
Professional Teacher	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000
w/BA+24	\$44,500	\$46,375	\$48,250	\$50,125	\$52,000
w/Master's Degree	\$46,000	\$47,875	\$49,750	\$51,625	\$53,500
w/Master Teacher Premium	\$46,500	\$48,375	\$50,250	\$52,125	\$54,000
w/BA+24	\$48,500	\$50,375	\$52,250	\$54,125	\$56,000
w/Master's Degree	\$50,000	\$51,875	\$53,750	\$55,625	\$57,500

Career Ladder

How Will It Work?

- Teacher A currently among the 4,649 teachers at salary apportionment of \$31,750

Year 1 \$33,000 (4.0%)

Year 2 \$35,117 (6.4%)

Year 3 \$38,999 (11.0%) Education allocation would be additional

Year 4 \$42,503 (9.0%)

Year 5 \$46,250 (8.8%)

- Teacher B currently among the 1,289 teachers at salary apportionment of \$37,688

Year 1 \$39,775 (5.5%)

Year 2 \$41,961 (5.2%)

Year 3 \$45,102 (7.4%) Education allocation would be additional

Year 4 \$46,918 (4.0%) Master teacher premium would be additional

Year 5 \$50,000 (6.5%)

Questions