

MINUTES  
**HOUSE EDUCATION COMMITTEE**

**DATE:** Tuesday, March 10, 2015

**TIME:** 2:30 P.M.

**PLACE:** Lincoln Auditorium

**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:** The sign-in sheet will be retained with the minutes in the committee secretary's office until the end of the session. Following the end of the session, the sign-in sheet will be filed with the minutes in the Legislative Services Library.

**Chairman DeMordaunt** reconvened the House Education Meeting at 2:45 p.m.

**H 222:** Continuation of the meeting of March 10, 2015, 8:00 a.m.

**Ben Hardcastle**, Principal, Gooding High School, said he had transferred from Houston, Texas, to his home state, taken a \$15,000 pay cut, yet is still drawn to leave Idaho. He said **H 222** gives him hope and he asked legislators to keep going with the momentum they have demonstrated.

**Susan Mahoney**, Moscow School District, **Valerie Aker**, Nampa School District, **Megan Cuellar**, Potlatch School District, **Tiffani Lenz**, Post Falls School District, **Peggy Hoy**, Twin Falls Middle School, and **Carolyn Cluss**, Sacajawea Junior High School, spoke **in opposition** to **H 222**. They expressed concern regarding stagnant salaries, separation of pupil services staff from the Career Ladder, and a lack of teacher input. They also stated the teacher accountability piece of **H 222** needs revision to account for those conditions that are out of the control of the classroom teacher. They said the legislation would not encourage teachers to stay in Idaho. Ms. Mahoney and Ms. Aker said special education students and students of difficult demographic will not show the student growth necessary to propel them, as teachers, on the Career Ladder. Ms. Aker said her first year on the Career Ladder will benefit her only \$500.

**Derek Kohles**, Lake City High School, **Warren Tourangeau**, Meridian High School, and **Debra Matthews**, Hansen High School, spoke **in opposition** to **H 222**. They were concerned with losing qualified teachers and positions. They said teacher shortage is a reality in Idaho. Mr. Tourangeau said the legislation's independent evaluator program would build on the bureaucracy within the State Department of Education. He indicated other public employees who receive a raise in pay are not asked to build a portfolio of accountability.

**Mike Wilkinson**, Idaho Education Association, said **H 222** presumes a gross under estimate of the quality of teachers existing in Idaho. **Maria Fassett**, Rupert Elementary School, **Leah Hollibaugh**, Jerome School District, **Tina Williams**, West Minico Middle School and **Jamie Morton**, Jerome Middle School, spoke **in opposition** to **H 222**. They said there are not enough students in the teacher education programs to fill the large number of Idaho's retiring teachers. They want a smart and creative workforce. The teachers indicated the advancement in teacher evaluation within the state has progressed to an impressive level and differentiation in classroom instruction improves student growth. They asked for equitable funding to decrease achievement gaps even more. Ms. Morton expressed appreciation for extension of the hearing on **H 222**.

During additional teacher testimonies **in opposition** to **H 222**, **Josette Nebeker**, Highland Joint School District, said districts are losing teachers in agriculture education. She said small districts lack school counselors and the Professional-Technical Education teachers are responsible for a 63% "go on" rate. **Travis Manning**, Caldwell School District, said he has concerns regarding administrative review of instructional staff, the interpretive leeway in the Danielson framework for teacher evaluation, and other mandates perceived in the bill. **Darlene Dyer**, Hailey School District, said her concerns lie within teacher evaluation disparity, plus the devaluation and the sunset of the National Board Certification for teachers. **Mandy Simpson**, Columbia High School, indicated the bill does not meet the key goals set by the Governor's Task Force. **Carol Sayles**, Middleton School District, said the legislation will not attract nor retain quality teachers and spoke of teacher vacancies in positions already existing.

**Brandon Durst**, former State Senator, testified **in opposition** to **H 222**. He said the administrative review would cause preferential treatment in male/female relationships within school districts. **Kendra Wisenbaker**, President, Meridian Education Association, said more time was needed to digest the numbers. She indicated there is no safe place for teachers to fall, if the Career Ladder becomes unfunded in the future. **Mary Ollie**, online teacher of Chemistry, argued the legislation had control issues. She said providing an opportunity was positive, controlling persons within that opportunity was negative. **Michael Korber**, West Ada School District, and **Adria Serrano** third grade teacher, spoke **in opposition** to **H 222**. They said existing standards, public scrutiny and a glut of administrative hurdles do not bring a positive impact to Idaho educators. They indicated professional teachers are well educated and well trained; the residency rung of the Career Ladder challenges those professionals. Mr. Korber, as a first year teacher, said he lives at the poverty level.

**Dr. Linda Clark**, Superintendent, West Ada School District, Chair of the committee on Fiscal Stability and Great Teachers/Leaders, Cochair of the State Board of Education Committee tasked to develop the tiered licensure and career ladder proposals, spoke **in support** of **H 222**. She said all stakeholders were represented: teachers, principals, superintendents, school board members, legislators, state board members, business representatives, parents and representatives of higher education. She described the development process of **H 222**. Dr. Clark said all the Task Force committees spent a significant amount of time researching and looking at best practices; and, used the results of that research in the development of the original recommendations. She explained the original three-tiered Career Ladder was developed on the New Mexico model which has resulted in a significant increase in teacher salaries in that state. The tiered licensure model was developed after considering a variety of models which are fully implemented in some of the states that border Idaho. She said the neighboring states pay significantly higher salaries and licensure provisions do not seem to be deterring migration into them. She also said the fiscal, phased nature makes **H 222** attainable for Idaho.

**Emily McClure**, Idaho Charter School Network, said the charter schools value the flexibility within the legislation and offer their resources in the future.

**Julie Madsen**, taxpayer and parent, spoke **in opposition to H 222**. She said much of the bill had its genesis in Propositions 1 and 2 which were defeated by thousands of Idahoans. She said the forum held by the State Board of Education heard hours of testimony from all stakeholders who testified **H 222** would have a tremendously negative impact on education in Idaho. She stated the Charlotte Danielson framework for evaluation was not meant to be used for teacher evaluations.

**Chairman DeMordaunt** told the committee, **Ms. Whitney**, Special Assistant for Education, Governor's Office, would be called upon to summarize **H 222** on March 11, 2015, in the House Education Committee at 8:30 a.m.

**ADJOURN:** There being no further business to come before the committee, the meeting was adjourned at 4:56 p.m.

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Representative DeMordaunt  
Chair

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Jean Vance  
Secretary