

MINUTES  
**HOUSE EDUCATION COMMITTEE**

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

**TIME:** 8:00 A.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:** Representative Wills

**GUESTS:** The sign-in sheets 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.

**Chairman DeMordaunt** called the meeting to order at 8:03 a.m.

**Chairman DeMordaunt** turned the gavel over to **Vice Chairman VanOrden**.

**H 222:** **Chairman DeMordaunt** presented **H 222**. He said the legislation is rooted in the recommendations from the Governor's Task Force. It is a consensus piece of legislation which includes fiscal responsibly while still putting certificated teachers on the path, over the next few years, to be earning salaries equal to STEM (Science, Technology, Engineering and Math) professionals. He said the Task Force Recommendation of \$40,000 starting pay for teachers is nearly achieved in the Career Ladder at \$37,000. Chairman DeMordaunt stated the legislation gives tools to administrators of a yearly and long term management plan so that schools can truly focus on student growth. He spoke to the evaluator piece of the bill and said it is meant to be evaluator agnostic. It is not a checkup on the teachers. He said the bill focuses on student growth and achievement and that is the only way for Idaho's high school graduates to compete in the global marketplace.

**Vice Chairman VanOrden** turned the gavel over to **Chairman DeMordaunt**.

**Marilyn Whitney**, Special Assistant for Education, Governor's Office, explained the framework of the Career Ladder teacher compensations using PowerPoint charts and diagrams. (See attachment 1.) She also addressed the measurable student achievement piece of the legislation.

Responding to questions, **Ms. Whitney** said the bill makes various improvements to education. It focuses on the 60% Goal. She said Idaho's K-12 system is now focused on student output and great teachers. She said the accountability for student achievement is statewide and there are measurable targets. She indicated Idaho does have great teachers; this legislation is giving support to those teachers. To further questions, she said the salary appropriation is based on the current number of teachers on staff. Ms. Whitney indicated a plan for non-instructional staff is being created and there was never an intent to leave non-instructional staff out. To questions regarding the independent evaluator, she stated there is a concern that evaluations are currently not being done and Idaho has turned to the model used by other states to ensure the process. She explained the independent evaluator does not evaluate teachers, only teacher evaluators and the evaluations done on teachers. Ms. Whitney also explained university professors already work with the Charlotte Danielson model of evaluation. She also indicated the State Board of Education is in charge of rule-making and will recommend the fine tuning

of the evaluations before the next legislative session. She said the district is in control of changes in wages, not the state.

**Karen Echeverria**, Executive Director, Idaho School Boards Association (ISBA), said she represents over 560 school board trustees around the state and several hundred charter school board members. She spoke **in support** of **H 222**. She stated ISBA has lobbied for an increase in teacher salaries and **H 222** is the best opportunity to provide significant increases in salary. She said ISBA has held the position that local governance is the best for students in each respective school district. Ms. Echeverria indicated ISBA supports the local choice of measurable student achievement, plus the master teacher and leadership premiums. She said ISBA was given an opportunity to review several different versions of the bill and their concerns were addressed and included in the bill.

**Penni Cyr**, President, Idaho Education Association (IEA), spoke **in opposition** to **H 222**. She said the IEA lacks trust that the legislature will keep the promise over the course of the next five years to support and fund the Career Ladder and salary provisions included in **H 222**. She said there is a migration of excellent teachers mainly resulting from low teacher compensation. She described the dedication of teachers across the state, additional expense incurred by teachers to keep classrooms supplied; and, teachers' concern regarding the accountability piece within the bill. She explained although members of the IEA were involved in the Governor's Task Force for Improving Education in 2013, they were not given a significant vote; however, IEA remains committed to the collaborative process. She also felt the beginning salary needed to be \$40,000 for Idaho teachers.

**Harold Ott**, Director, Idaho Rural Schools, spoke **in support** of **H 222**. He described the positive actions with the bill. He indicated currently 30% of Idaho's teachers have been frozen on the first step of the old salary grid for the past seven years. He said the bill removes the "dead zone."

**Mike Rush**, Executive Director, State Board of Education (SBOE), spoke **in support** of **H 222** with the increase in teacher salaries and incorporation of a career ladder model. He said SBOE approved the inclusion of teacher proficiency and student achievement or growth as requirements for movement along the Career Ladder. He said SBOE has agreed to form an implementation committee consisting of teachers, administrators and other stakeholders to monitor implementation, ferret out problems and recommend improvements.

**Rob Winslow**, Executive Director, Idaho Association of School Administrators (IASA), said the IASA has the legislative priority to improve recruitment and retention through competitive compensation to provide students with effective and dedicated teachers. He spoke **in support** of **H 222** saying it establishes a pathway toward the goal for administrators.

**Kari Overall**, Boise School District, and **Sue Darden**, Galileo STEM Academy, spoke **in opposition** to **H 222**, although Ms. Darden said there were parts of the bill she liked. The teachers said school locality can change proficiency scores. They said the teachers cannot control student test scores. Ms. Darden said SBAC (Smarter Balanced Assessment Consortium) is not a seasoned instrument, thus there is uncertainty if students will do well. **Pat Tourangeau**, Board of Directors, IEA, said there is disrespect for the professional organization. He said **H 222** was not a teacher-collaborative piece of legislation.

**Connie Buckley**, Riverglen Junior High School, and **Lori Steiniker**, McCain Middle School, agreed the Career Ladder does not acknowledge experience and does not recognize contributions immeasurable on a rubric. They spoke **in opposition** to **H 222** explaining the problem of student demographics. They, along with other teachers, spoke of such societal problems as abusive homes, students in survival mode, no structure in the home, student mental and physical disabilities and parental failure.

**Daniel Grimes**, Independence High School, thanked legislators for efforts on behalf of the teachers. His concern was that teachers are not able to meet student growth in the specialty areas such as alternative schools and special education.

**Mike Jarvis**, Bonneville School District, emphasized the need for salary increases on the top rung of the Career Ladder.

**John Alexander**, parent, said teacher salaries need to equal those with equal education in business. High Students, **Derek Johnson**, **Shandy Gillman** and **Jesus Segura** testified **in opposition** to **H 222**. They were concerned regarding non-certificated teachers filling positions in their high schools. They want high quality teachers and higher teacher compensation. They also said the accountability piece of **H 222** penalizes teachers. **Robert James Bailey**, Moscow High School argued accountably measures in **H 222** are not equitable without the existence of effective standards.

**Rod Gramer**, President, Idaho Business for Education, spoke **in support** of **H 222**. He said the bill is the response to a key recommendation from the Governor's Task Force on Education. He said there was unity behind those recommendations as a blueprint for student success. He indicated research shows the number one influence on student learning is the talent and effectiveness of the teacher. Mr. Gramer stated the two goals central to the legislation is to ensure every student has a great teacher and that those teachers are fairly compensated.

**Jaimee Hoelsing**, Nampa School District, spoke **in opposition** to **H 222**. She said the legislation lacks a pay plan for pupil personnel support staff.

**Tom Van Deren**, Highland High School, spoke **in opposition** to **H 222**. He said the level of trust for teachers since the recession of 2008, is not there. He said future legislatures could change the Career Ladder compensation. He said the current plan will not retain teachers in, nor attract teachers to, Idaho. **Evan Currey**, Boise High School, said as a mentor to a student teacher, he finds it difficult to encourage young teachers to stay in the profession. **Elizabeth Clark**, Lewiston School District, said she is leaving the state for better pay and where she can be valued as a professional. Student Teachers, **Grant Severts**, **Mike Krause** and **Emma Ludington**, although Idaho educated, will leave the state for better paying teaching positions in bordering states. **Mary Anne McGrory**, Alameda Middle School, encourages her Idaho-educated daughter to teach out of state.

Several of the teachers wanted more involvement in the creation of **H 222**, especially the teacher evaluation portion. They also asked for quality professional development and were disappointed post graduate credits earned by teachers were no longer a part of the pay scale.

**Mark Kartchner**, Principal, Independence High School, spoke **in support** of **H 222**. He thanked the committee for producing an education funding bill that shows promise for improving education for Idaho children. He made recommendations to improve **H 222**. He said for fair and equitable evaluations, the independent evaluator should be certified for equity assessments in the evaluation model and have a minimum number of years as a secondary level teacher or administrator prior to his/her appointment. He added, the building administrator and independent evaluator should evaluate the same lesson, also, he suggested legislators should replace university appointees for district level fidelity review experts.

**Wayne Rush**, Superintendent, Emmett Independent School District, spoke **in support** of **H 222**. He said **H 222** puts Idaho on a path to improve teachers' salaries and improve the ability for Idaho school administrators to recruit and retain teachers. He said the current provisions in **H 222** provide for accountability, honor the teacher evaluation system and preserve the integrity of the Danielson model. He said the culture war against teachers must stop.

**ADJOURN:** **Chairman DeMordaunt** adjourned the meeting at 10:52 a.m. with the announcement the House Education Committee would reconvene the hearing of **H 222** at 2:30 p.m.

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Representative DeMordaunt  
Chair

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Jean Vance  
Secretary