

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 503

BY EDUCATION COMMITTEE

AN ACT

RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, TO REVISE PROVISIONS REGARDING THE CAREER LADDER.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER. (1) Effective July 1, 2015, all existing instructional staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung that corresponds with the next higher allocation amount than is currently received by the district, based on the experience and education index pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2015. For each year between July 1, 2015, and June 30, 2019, those instructional staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year, unless such movement would result in the district receiving a lesser allocation than the district would have received if the instructional staff would have moved based on the experience and education index as applied in fiscal year 2015, for such instructional staff the district salary apportionment calculation shall use the amount that would have been applied based on the experience and education index. Applicable performance criteria used for determining movement on the career ladder will be based on the previous year's performance for the applicable number of years.

(2) Effective July 1, 2016, all existing pupil service staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung or the next higher allocation amount than is currently received by the district, or based on the experience and education index pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2016, whichever is higher. For individuals holding a pupil personnel services certificate with an occupational therapist or physical therapist endorsement, all experience shall be counted toward the experience calculation from the first year in which the individual held an applicable license from the bureau of occupational licenses and performed occupational therapy or physical therapy services while employed by a school district, a charter school or an accredited private or parochial school. For each year between July 1, 2016, and June 30, 2019, those pupil service staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year, unless such movement would result in the district receiving a lesser allocation than the district would have received if the pupil service staff would have moved based on the experience and educa-

1 tion index as applied in fiscal year 2016. For such pupil service staff, the
2 district salary apportionment calculation shall use the amount that would
3 have been applied based on the experience and education index. Applicable
4 performance criteria used for determining movement on the career ladder will
5 be based on the previous year's performance for the applicable number of
6 years.

7 (3) Instructional staff and pupil service staff who are in their first
8 year of holding a certificate shall be placed in the first cell of the resi-
9 dency compensation rung and shall move one (1) cell on the residency compen-
10 sation rung for each year they hold a certificate thereafter, for up to three
11 (3) years, at which point they will remain in the third cell of the residency
12 rung until they earn a professional endorsement.

13 (4) Instructional staff new to teaching in Idaho and pupil service
14 staff new to working in an Idaho public school district or charter school
15 who hold a certificate from a state other than Idaho and who are approved to
16 teach in Idaho will be placed into the cohort of instructional staff on the
17 career ladder table equivalent to their experience and education pursuant
18 to section 33-1004A, Idaho Code, as applied in fiscal year 2015 for instruc-
19 tional staff and 2016 for pupil service staff. For individuals holding an
20 Idaho pupil personnel services certificate with an occupational therapist
21 or physical therapist endorsement, all experience shall be counted toward
22 the experience calculation from the first year in which the individual held
23 an applicable license from the bureau of occupational licenses and performed
24 occupational therapy or physical therapy services while employed by a school
25 district, a charter school or an accredited private or parochial school.

26 (5) In addition to the allocation amount specified for the applicable
27 cell on the career ladder, school districts shall receive an additional al-
28 location amount for career technical education instructional staff holding
29 an occupational specialist certificate in the area for which they are teach-
30 ing in the amount of three thousand dollars (\$3,000).

31 (6) In addition to the allocation amount specified for the applicable
32 cell on the career ladder, school districts shall receive an additional
33 allocation amount for instructional staff and pupil service staff holding
34 a professional endorsement who have acquired additional education and meet
35 the professional compensation rung performance criteria. In determining
36 the additional education allocation amount, only credits and degrees earned
37 based upon a transcript on file with the teacher certification office of the
38 state department of education, earned at an institution of higher education
39 accredited by a body recognized by the state board of education or credits
40 earned through an internship or other work experience approved by the state
41 board of education, shall be credited toward the education allocation. All
42 credits and degrees earned must be in a relevant pedagogy or content area
43 as determined by the state department of education. Education allocation
44 amounts are not cumulative. Instructional staff whose initial certificate
45 is an occupational specialist certificate shall be treated as BA degree-pre-
46 pared instructional staff. Credits earned by such occupational specialist
47 instructional staff after initial certification shall be credited toward
48 the education allocation. Additional allocations are:

49 (a) Effective July 1, 2016, through June 30, 2017, the education allo-
50 cation shall be:

- 1 (i) For instructional staff and pupil service staff holding a
- 2 professional endorsement and a baccalaureate degree and twenty-
- 3 four (24) or more credits, eight hundred dollars (\$800) per fiscal
- 4 year.
- 5 (ii) For instructional staff and pupil service staff holding a
- 6 professional endorsement and a master's degree, one thousand four
- 7 hundred dollars (\$1,400) per fiscal year.

8 (b) Effective July 1, 2017, through June 30, 2018, the education alloca-

9 tion shall be:

- 10 (i) For instructional staff and pupil service staff hold-
- 11 ing a professional endorsement and a baccalaureate degree and
- 12 twenty-four (24) or more credits, one thousand two hundred dollars
- 13 (\$1,200) per fiscal year.
- 14 (ii) For instructional staff and pupil service staff holding a
- 15 professional endorsement and a master's degree, two thousand one
- 16 hundred dollars (\$2,100) per fiscal year.

17 (c) Effective July 1, 2018, through June 30, 2019, the education allo-

18 cation shall be:

- 19 (i) For instructional staff and pupil service staff hold-
- 20 ing a professional endorsement and a baccalaureate degree and
- 21 twenty-four (24) or more credits, one thousand six hundred dollars
- 22 (\$1,600) per fiscal year.
- 23 (ii) For instructional staff and pupil service staff holding
- 24 a professional endorsement and a master's degree, two thousand
- 25 eight hundred dollars (\$2,800) per fiscal year.

26 (d) Effective July 1, 2019, through June 30, 2020, the education allo-

27 cation shall be:

- 28 (i) For instructional staff and pupil service staff holding a
- 29 professional endorsement and a baccalaureate degree and twenty-
- 30 four (24) or more credits, two thousand dollars (\$2,000) per fis-
- 31 cal year.
- 32 (ii) For instructional staff and pupil service staff holding a
- 33 professional endorsement and a master's degree, three thousand
- 34 five hundred dollars (\$3,500) per fiscal year.

35 (~~67~~) Effective July 1, 2015, through June 30, 2016, the allocation

36 shall be:

37 Base

38 Allocation	1	2	3	4	5	6	7	8	9	10
39 Residency/										
40 Professional	\$32,700	\$33,200	\$33,822							
41 Professional	\$35,498	\$36,885	\$38,311	\$39,775	\$41,282	\$42,089	\$43,668	\$45,305	\$47,004	\$47,603

42 (~~78~~) Effective July 1, 2016, through June 30, 2017, the allocation

43 shall be:

1	Base										
2	Allocation	1	2	3	4	5	6	7	8	9	10
3	Residency/										
4	Professional	\$33,400	\$34,250	\$35,117							
5	Professional	\$37,249	\$38,758	\$39,546	\$41,113	\$41,961	\$43,591	\$44,503	\$46,201	\$47,183	\$48,202

6 (89) (g) Effective July 1, 2017, through June 30, 2018, the allocation
7 shall be:

8	Base										
9	Allocation	1	2	3	4	5	6	7	8	9	10
10	Residency	\$34,600	\$35,500	\$36,411							
11	Professional	\$38,999	\$40,630	\$41,155	\$42,825	\$43,391	\$45,102	\$45,711	\$47,467	\$48,122	\$48,802

12 (910) Effective July 1, 2018, through June 30, 2019, school districts
13 shall receive an allocation for instructional staff and pupil service staff
14 based on the staffs' position on the career ladder.

15 (a) Instructional staff and pupil service staff in their first year of
16 holding a professional endorsement shall be placed in the first cell of
17 the professional compensation rung.

18 (b) Instructional staff and pupil service staff previously placed
19 within a cohort shall continue to move one (1) cell on the applicable
20 rung with their cohort unless they have failed to meet the compensation
21 rung performance criteria for the previous three (3) years. Allocations
22 to districts for instructional staff and pupil service staff who
23 have failed to meet the professional compensation rung performance cri-
24 teria for the previous three (3) years shall be the same as the previous
25 fiscal year. This also applies to the educational allocation.

26 (101) Effective July 1, 2018, through June 30, 2019, the allocation
27 shall be:

28	Base										
29	Allocation	1	2	3	4	5	6	7	8	9	10
30	Residency	\$35,800	\$36,750	\$37,706							
31	Professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401

32 (112) Effective July 1, 2019, through June 30, 2020, school districts
33 shall receive an allocation for instructional staff and pupil service staff
34 based on the staffs' position on the career ladder as follows:

35 (a) Instructional staff and pupil service staff in their first year of
36 holding a professional endorsement shall be placed in the first cell of
37 the professional compensation rung.

38 (b) Instructional staff and pupil service staff previously placed
39 within a cohort shall continue to move one (1) cell on the applicable
40 rung with their cohort unless they have failed to meet the professional
41 compensation rung performance criteria for three (3) of the previous
42 four (4) years. Allocations to districts for instructional staff and

1 pupil service staff who have failed to meet the professional compensa-
 2 tion rung performance criteria for three (3) of the previous four (4)
 3 years shall be the same as the previous fiscal year. This also applies
 4 to the educational allocation.

5 (123) Effective July 1, 2019, through June 30, 2020, the allocation
 6 shall be:

7 Base										
8 Allocation	1	2	3	4	5	6	7	8	9	10
9 Residency	\$37,000	\$38,000	\$39,000							
10 Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000					

11 (134) A review of a sample of evaluations completed by administrators
 12 shall be conducted annually to verify such evaluations are being conducted
 13 with fidelity to the state framework for teaching evaluation, including
 14 each evaluation component as outlined in administrative rule and the rat-
 15 ing given for each component. The state board of education shall randomly
 16 select a sample of administrators throughout the state. A portion of such
 17 administrators' instructional staff and pupil service staff employee eval-
 18 uations shall be independently reviewed. The ratio of instructional staff
 19 evaluations to pupil service staff evaluations shall be equal to the ra-
 20 tio of the statewide instructional staff salary allowance to pupil service
 21 staff salary allowance. The state board of education with input from the
 22 Idaho-approved teacher preparation programs and the state department of
 23 education shall identify individuals and a process to conduct the reviews.
 24 Administrator certificate holders shall be required to participate in ongo-
 25 ing evaluation training pursuant to section 33-1204, Idaho Code. The state
 26 board of education shall report annually the findings of such reviews to the
 27 senate education committee, the house of representatives education commit-
 28 tee, the state board of education and the deans of Idaho's approved teacher
 29 preparation programs. The state board of education shall promulgate rules
 30 implementing the provisions of this subsection.

31 (145) School districts shall submit annually to the state the data nec-
 32 essary to determine whether an instructional staff or pupil service staff
 33 member has met the performance criteria for the applicable compensation
 34 rung and implementation year. The department of education shall calculate
 35 annually whether instructional staff and pupil service staff have met the
 36 compensation rung performance criteria based on the data submitted during
 37 the previous years that are applicable to the performance criteria for that
 38 year. Individually identifiable performance evaluation ratings submitted
 39 to the state remain part of the employee's personnel record and are exempt
 40 from public disclosure pursuant to section 74-106, Idaho Code.