

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 624

BY EDUCATION COMMITTEE

AN ACT

1
2 RELATING TO EDUCATION; AMENDING SECTION 33-1001, IDAHO CODE, AS AMENDED IN
3 SECTION 1 OF HOUSE BILL NO. 523, AS ENACTED BY THE SECOND REGULAR SESSION
4 OF THE SIXTY-FIFTH IDAHO LEGISLATURE, TO REVISE A DEFINITION; AMENDING
5 SECTION 33-1004B, IDAHO CODE, AS AMENDED BY SECTION 2, CHAPTER 132,
6 LAWS OF 2019, AS AMENDED IN SECTION 2 OF HOUSE BILL NO. 523, AS ENACTED
7 BY THE SECOND REGULAR SESSION OF THE SIXTY-FIFTH IDAHO LEGISLATURE, TO
8 PROVIDE THAT A REVIEW SHALL BE COMPLETED BY A CERTAIN DATE EACH YEAR AND
9 TO PROVIDE FOR THE INCLUSION OF CERTAIN DATA IN A SUBMISSION; AMENDING
10 SECTION 33-1004E, IDAHO CODE, AS AMENDED IN SECTION 4 OF HOUSE BILL NO.
11 523, AS ENACTED BY THE SECOND REGULAR SESSION OF THE SIXTY-FIFTH IDAHO
12 LEGISLATURE, TO PROVIDE CORRECT CODE REFERENCES; AND AMENDING SECTION
13 33-1004I, IDAHO CODE, TO REVISE PROVISIONS REGARDING MASTER EDUCATOR
14 PREMIUMS AND TO PROVIDE THAT THE SECTION SHALL BE NULL, VOID, AND OF NO
15 FORCE AND EFFECT ON AND AFTER A CERTAIN DATE.

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

17 SECTION 1. That Section 33-1001, Idaho Code, as amended in Section 1 of
18 House Bill No. 523, as enacted by the Second Regular Session of the Sixty-
19 fifth Idaho Legislature, be, and the same is hereby amended to read as fol-
20 lows:

21 33-1001. DEFINITIONS. As used in this chapter:

22 (1) "Administrative schools" means and applies to all elementary
23 schools and kindergartens within a district that are situated ten (10) miles
24 or less from both the other elementary schools and the principal administra-
25 tive office of the district and all secondary schools within a district that
26 are situated fifteen (15) miles or less from other secondary schools of the
27 district.

28 (2) "Administrative staff" means those who hold an administrator cer-
29 tificate and are employed as a superintendent, an elementary or secondary
30 school principal, or are assigned administrative duties over and above those
31 commonly assigned to teachers.

32 (3) "At-risk student" means a student in grades 6 through 12 who:

- 33 (a) Meets at least three (3) of the following criteria:
 - 34 (i) Has repeated at least one (1) grade;
 - 35 (ii) Has absenteeism greater than ten percent (10%) during the
 - 36 preceding semester;
 - 37 (iii) Has an overall grade point average less than 1.5 on a 4.0
 - 38 scale prior to enrolling in an alternative secondary program;
 - 39 (iv) Has failed one (1) or more academic subjects in the past year;
 - 40 (v) Is below proficient, based on local criteria, standardized
 - 41 tests, or both;

1 (vi) Is two (2) or more credits per year behind the rate required
2 to graduate or for grade promotion; or

3 (vii) Has attended three (3) or more schools within the previous
4 two (2) years, not including dual enrollment; or

5 (b) Meets any of the following criteria:

6 (i) Has documented substance abuse or a pattern of substance
7 abuse;

8 (ii) Is pregnant or a parent;

9 (iii) Is an emancipated youth or unaccompanied youth;

10 (iv) Is a previous dropout;

11 (v) Has a serious personal, emotional, or medical issue or is-
12 sues;

13 (vi) Has a court or agency referral; or

14 (vii) Demonstrates behavior detrimental to the student's academic
15 progress.

16 (4) "Average daily attendance" or "pupils in average daily attendance"
17 means the aggregate number of days enrolled students are present, divided by
18 the number of days of school in the reporting period; provided, however, that
19 students for whom no Idaho school district is a home district shall not be
20 considered in such computation.

21 (5) "Career ladder" means the compensation table used for determining
22 the allocations districts receive for instructional staff and pupil service
23 staff based on specific performance criteria and is made up of a residency
24 compensation rung and a professional compensation rung.

25 (6) "Child with a disability" means a child evaluated as having an in-
26 tellectual disability, a hearing impairment including deafness, a speech or
27 language impairment, a visual impairment including blindness, an emotional
28 behavioral disorder, an orthopedic impairment, autism, a traumatic brain
29 injury, another health impairment, a specific learning disability, deaf-
30 blindness, or multiple disabilities, and who, by reason thereof, needs spe-
31 cial education and related services.

32 (7) "Compensation rung" means the rung on the career ladder that corre-
33 sponds with the compensation level performance criteria.

34 (8) "Economically disadvantaged student" means a student who:

35 (a) Is eligible for a free or reduced-price lunch under the Richard B.
36 Russell national school lunch act, 42 U.S.C. 1751 et seq., excluding
37 students who are only eligible through a school's community eligibility
38 program;

39 (b) Resides with a family receiving assistance under the program of
40 block grants to states for temporary assistance for needy families
41 (TANF) established under part A of title IV of the social security act,
42 42 U.S.C. 601 et seq.;

43 (c) Is eligible to receive medical assistance under the medicaid pro-
44 gram under title XIX of the social security act, 42 U.S.C. 1396 et seq.;

45 or
46 (d) Is considered homeless for purposes of the federal McKinney-Vento
47 homeless assistance act, 42 U.S.C. 11301 et seq.

48 (9) "Elementary grades" or "elementary average daily attendance" means
49 and applies to students enrolled in grades 1 through 6 inclusive, or any com-
50 bination thereof.

1 (10) "Elementary schools" are schools that serve grades 1 through 6 in-
2 clusive, or any combination thereof.

3 (11) "Elementary/secondary schools" are schools that serve grades 1
4 through 12 inclusive, or any combination thereof.

5 (12) "English language learner" or "ELL" means a student who does not
6 score proficient on the English language development assessment established
7 by rule of the state board of education.

8 (13) "Gifted and talented" shall have the same meaning as provided in
9 section 33-2001(4), Idaho Code.

10 (14) "Homebound student" means any student who would normally and reg-
11 ularly attend school, but is confined to home or hospital because of an ill-
12 ness or accident for a period of ten (10) or more consecutive days.

13 (15) "Instructional staff" means those who hold an Idaho certificate
14 issued under section 33-1201, Idaho Code, and who are either involved in the
15 direct instruction of a student or group of students or who serve in a mentor
16 or teacher leader position for individuals who hold an Idaho certificate
17 issued under section 33-1201, Idaho Code.

18 (16) "Kindergarten" or "kindergarten average daily attendance" means
19 and applies to all students enrolled in a school year, less than a school
20 year, or summer kindergarten program.

21 (17) "Local salary schedule" means a compensation table adopted by a
22 school district or public charter school, which table is used for determin-
23 ing moneys to be distributed for instructional staff and pupil service staff
24 salaries. Minimum compensation provided under a local salary schedule shall
25 be at least equal to thirty-eight thousand five hundred dollars (\$38,500)
26 or, for staff holding a professional endorsement, forty-two thousand five
27 hundred dollars (\$42,500).

28 (18) "Measurable student achievement" means the measurement of stu-
29 dent academic achievement or growth within a given interval of instruction
30 for those students who have been enrolled in and attended eighty percent
31 (80%) of the interval of instruction. Measures and targets shall be chosen
32 at the school level in collaboration with the staff member impacted by the
33 measures and applicable district staff and approved at the district level.
34 The most effective measures and targets are those generated as close to the
35 actual work as possible. Targets may be based on grade- or department-level
36 achievement or growth goals that create collaboration within groups. As-
37 sessment tools that may be used for measuring student achievement and growth
38 include:

39 (a) Idaho standards achievement test;

40 (b) Student learning objectives;

41 (c) Formative assessments;

42 (d) Teacher-constructed assessments of student growth;

43 (e) Pre- and post-tests;

44 (f) Performance-based assessments;

45 (g) Idaho reading indicator;

46 (h) College entrance exams or preliminary college entrance exams such
47 as PSAT, SAT and ACT;

48 (i) District-adopted assessment;

49 (j) End-of-course exams;

50 (k) Advanced placement exams; and

1 (1) Career technical exams.

2 (19) "Performance criteria" means the standards specified for instruc-
3 tional staff and pupil service staff to demonstrate teaching proficiency for
4 a given compensation rung. Each element of the professional compensation
5 rung and advanced professional compensation rung performance criteria, as
6 identified in this section and as applicable to a staff member's position,
7 shall be documented, reported, and subject to review for determining move-
8 ment on the career ladder.

9 (20) (a) "Professional compensation rung performance criteria" means:

10 (i) An overall rating of proficient or higher, and no components
11 rated as unsatisfactory on the state framework for teaching evalu-
12 ation; and

13 (ii) Demonstrating the majority of their students have met their
14 measurable student achievement targets or student success indica-
15 tor targets.

16 (b) "Advanced professional compensation rung performance criteria"
17 means:

18 (i) An overall rating of proficient or higher, no components
19 rated as unsatisfactory or basic, and rated as distinguished
20 overall in domain two -- classroom environment, or domain three
21 -- instruction and use of assessment, on the state framework for
22 teaching evaluation or equivalent for pupil service staff; and

23 (ii) Demonstrating seventy-five percent (75%) or more of their
24 students have met their measurable student achievement targets or
25 student success indicator targets.

26 (21) "Public school district" or "school district" or "district" means
27 any public school district organized under the laws of this state, including
28 specially chartered school districts.

29 (22) "Pupil service staff" means those who provide services to students
30 but are not involved in direct instruction of those students, and hold a
31 pupil personnel services certificate.

32 (23) "Secondary grades" or "secondary average daily attendance" means
33 and applies to students enrolled in grades 7 through 12 inclusive, or any
34 combination thereof.

35 (24) "Secondary schools" are schools that serve grades 7 through 12 in-
36 clusive, or any combination thereof.

37 (25) "Separate elementary school" means an elementary school located
38 more than ten (10) miles on an all-weather road from both the nearest elemen-
39 tary school and elementary/secondary school serving like grades within the
40 same school district and from the location of the office of the superinten-
41 dent of schools of such district, or from the office of the chief administra-
42 tive officer of such district if the district employs no superintendent of
43 schools.

44 (26) "Separate kindergarten" means a kindergarten located more than ten
45 (10) miles on an all-weather road from both the nearest kindergarten school
46 within the same school district and from the location of the office of the su-
47 perintendent of schools of such district, or from the office of the chief ad-
48 ministrative officer of such district if the district employs no superinten-
49 dent of schools.

1 (27) "Separate secondary school" means any secondary school located
 2 more than fifteen (15) miles on an all-weather road from any other secondary
 3 school and elementary/secondary school serving like grades operated by the
 4 district.

5 (28) "Special education" means specially designed instruction or
 6 speech/language therapy at no cost to the parent to meet the unique needs
 7 of a student who is a child with a disability, including instruction in the
 8 classroom, the home, hospitals, institutions, and other settings; instruc-
 9 tion in physical education; speech therapy and language therapy; transition
 10 services; travel training; assistive technology services; and vocational
 11 education.

12 (29) "Student success indicators" means measurable indicators of stu-
 13 dent achievement or growth, other than academic, within a predefined inter-
 14 val of time for a specified group of students. Measures and targets shall be
 15 chosen at the district or school level in collaboration with the pupil ser-
 16 vice staff member impacted by the measures and applicable district staff.
 17 Student success indicators include:

18 (a) Quantifiable goals stated in a student's 504 plan or individualized
 19 education plan.

20 (b) Quantifiable goals stated in a student's behavior improvement
 21 plan.

22 (c) School or district identified measurable student objectives for a
 23 specified student group or population.

24 (30) "Support program" means the educational support program as de-
 25 scribed in section 33-1002, Idaho Code, the transportation support program
 26 described in section 33-1006, Idaho Code, and the exceptional education
 27 support program as described in section 33-1007, Idaho Code.

28 (31) "Support unit" means a function of average daily attendance used
 29 in the calculations to determine financial support provided to the public
 30 school districts.

31 (32) "Teacher" means any person employed in a teaching, instructional,
 32 supervisory, educational administrative or educational and scientific ca-
 33 pacity in any school district. In case of doubt, the state board of educa-
 34 tion shall determine whether any person employed requires certification as a
 35 teacher.

36 SECTION 2. That Section 33-1004B, Idaho Code, as amended by Section 2,
 37 Chapter 132, Laws of 2019, as amended in Section 2 of House Bill No. 523, as
 38 enacted by the Second Regular Session of the Sixty-fifth Idaho Legislature,
 39 be, and the same is hereby amended to read as follows:

40 33-1004B. CAREER LADDER. School districts shall receive an allocation
 41 for instructional staff and pupil service staff based on their staffs' posi-
 42 tion on the career ladder as follows:

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

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

4 (3) Instructional staff and pupil service staff on the professional
5 compensation rung with four (4) years of experience shall move one (1) cell
6 on the professional compensation rung unless they have failed to meet the
7 professional compensation rung performance criteria for three (3) of the
8 previous four (4) years. Instructional staff and pupil service staff on the
9 professional compensation rung who meet the performance criteria for three
10 (3) of the previous five (5) years, one (1) of which must be during the fourth
11 or fifth year, shall move one (1) cell. Allocations for instructional staff
12 and pupil service staff who do not meet the professional compensation rung
13 performance criteria for three (3) of the previous five (5) years, one (1) of
14 which must be during the fourth or fifth year, shall remain at the previous
15 fiscal year allocation level. This also applies to the educational alloca-
16 tion.

17 (4) Instructional staff and pupil service staff in their first year of
18 holding an advanced professional endorsement shall be placed in the first
19 cell of the advanced professional compensation rung.

20 (5) Instructional staff and pupil service staff on the advanced profes-
21 sional compensation rung who met the performance criteria for the advanced
22 professional rung in the previous year shall move one (1) cell on the ad-
23 vanced professional compensation rung. Allocations for instructional staff
24 and pupil service staff who do not meet the advanced professional compensa-
25 tion rung performance criteria shall remain at the previous fiscal year al-
26 location level. This also applies to the additional education allocation.

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

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

1 (a) For instructional staff and pupil service staff holding a profes-
 2 sional or an advanced professional endorsement, a baccalaureate degree
 3 and twenty-four (24) or more credits, two thousand dollars (\$2,000) per
 4 fiscal year.

5 (b) For instructional staff and pupil service staff holding a profes-
 6 sional or an advanced professional endorsement and a master's degree,
 7 three thousand five hundred dollars (\$3,500) per fiscal year.

8 (c) Effective July 1, 2020, the allocation shall be:

9 Base					
10 Allocation	1	2	3	4	5
11 Residency	\$40,000	\$40,500	\$41,000		
12 Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000
13 Advanced					
14 Professional	\$52,000				

15 (d) Effective July 1, 2021, the allocation shall be:

16 Base					
17 Allocation	1	2	3	4	5
18 Residency	\$40,369	\$40,990	\$41,611		
19 Professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370
20 Advanced					
21 Professional	\$52,734	\$53,207			

22 (e) Effective July 1, 2022, the allocation shall be:

23 Base					
24 Allocation	1	2	3	4	5
25 Residency	\$40,742	\$41,486	\$42,231		
26 Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
27 Advanced					
28 Professional	\$53,478	\$54,442	\$55,389		

29 (f) Effective July 1, 2023, the allocation shall be:

30 Base					
31 Allocation	1	2	3	4	5
32 Residency	\$41,118	\$41,988	\$42,860		
33 Professional	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
34 Advanced					
35 Professional	\$54,233	\$55,705	\$57,165	\$58,613	

36 (g) Effective July 1, 2024, the allocation shall be:

37 Base					
38 Allocation	1	2	3	4	5
39 Residency	\$41,500	\$42,500	\$43,500		
40 Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
41 Advanced					
42 Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

1 (8) Effective July 1, 2025, the educator salary-based apportionment
2 program compensation rung cell amounts shall be adjusted by an amount equiv-
3 alent to the salary-based apportionment adjustment for administrative and
4 classified staff positions.

5 (9) A review of a sample of evaluations completed by administrators
6 shall be conducted annually to verify such evaluations are being conducted
7 with fidelity to the state framework for teaching evaluation, including
8 each domain and identification of which domain or domains the administrator
9 is focusing on for the instructional staff or pupil service staff member
10 being evaluated, as outlined in administrative rule. The review shall be
11 completed prior to November 1 of each year. The state board of education
12 shall randomly select a sample of administrators throughout the state. A
13 portion of such administrators' instructional staff and pupil service staff
14 employee evaluations shall be independently reviewed. The ratio of instruc-
15 tional staff evaluations to pupil service staff evaluations shall be equal
16 to the ratio of the statewide instructional staff salary allowance to pupil
17 service staff salary allowance. The state board of education with input from
18 the Idaho-approved teacher preparation programs and the state department of
19 education shall identify individuals and a process to conduct the reviews.
20 Administrator certificate holders shall be required to participate in on-
21 going evaluation training pursuant to section 33-1204, Idaho Code. School
22 districts and public charter schools found to have not conducted the eval-
23 uations with fidelity to the state framework for teaching evaluation shall
24 not be eligible to receive the leadership premium distribution pursuant to
25 section 33-1002(2), Idaho Code. The state board of education shall report
26 annually the findings of such reviews to the senate education committee, the
27 house of representatives education committee, the state board of education
28 and the deans of Idaho's approved teacher preparation programs. The state
29 board of education shall promulgate rules implementing the provisions of
30 this subsection.

31 (10) School districts shall submit annually to the state the data nec-
32 essary to determine if an instructional staff or pupil service staff member
33 has met the performance criteria for movement on the applicable compensation
34 rung. Such data shall include the individuals' performance on each of the
35 performance criteria as defined in section 33-1001, Idaho Code, including
36 the percentage of students meeting their measurable student achievement and
37 student success indicator targets. The department of education shall calcu-
38 late whether or not instructional staff and pupil service staff have met the
39 compensation rung performance criteria based on the data submitted during
40 the previous five (5) years. Individually identifiable performance evalu-
41 ation ratings submitted to the state remain part of the employee's person-
42 nel record and are exempt from public disclosure pursuant to section 74-106,
43 Idaho Code.

44 SECTION 3. That Section 33-1004E, Idaho Code, as amended in Section 4 of
45 House Bill No. 523, as enacted by the Second Regular Session of the Sixty-
46 fifth Idaho Legislature, be, and the same is hereby amended to read as fol-
47 lows:

1 33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT. Each district shall
2 be entitled to a salary-based apportionment calculated as provided in this
3 section.

4 (1) To determine the apportionment for instructional staff, take
5 the amounts indicated on the career ladder table plus the amounts associ-
6 ated with the additional education allocation amounts pursuant to section
7 33-1004B, Idaho Code, and calculate the weighted average. The amount so
8 determined shall be multiplied by the district staff allowance for instruc-
9 tional staff determined as provided in section 33-1004(2), Idaho Code.
10 Full-time instructional staff salaries shall be determined from a salary
11 schedule developed by each district and submitted to the state department of
12 education. No full-time instructional staff member or pupil service staff
13 member on the residency compensation rung shall be paid less than the minimum
14 dollar amount on the career ladder residency compensation rung pursuant to
15 section 33-1004B, Idaho Code, for the applicable fiscal year.

16 (2) Effective July 1, 2022, no full-time instructional staff member
17 or pupil service staff member on the professional or advanced professional
18 compensation rung shall be paid less than the minimum dollar amount on the
19 career ladder professional compensation rung pursuant to section 33-1004B,
20 Idaho Code, for the applicable fiscal year.

21 (3) Effective July 1, 2025, no full-time instructional staff member or
22 pupil service staff member on the advanced professional compensation rung
23 shall be paid less than the minimum dollar amount on the advanced profes-
24 sional compensation rung pursuant to section 33-1004B, Idaho Code, for the
25 applicable fiscal year.

26 (4) If an instructional staff member has been certified by the national
27 board for professional teaching standards, the staff member shall receive
28 two thousand dollars (\$2,000) per year for five (5) years from the year in
29 which national board certification was earned. The district staff allot-
30 ment shall be increased by two thousand dollars (\$2,000) for each national
31 board-certified instructional staff member who earned national board cer-
32 tification; provided however, that no such awards shall be paid for the pe-
33 riod July 1, 2010, through June 30, 2011, nor shall any liabilities accrue
34 or payments be made pursuant to this section in the future to any individu-
35 als who would have otherwise qualified for a payment during this stated time
36 period. The resulting amount is the district's salary-based apportionment
37 for instructional staff. For purposes of this section, teachers qualifying
38 for the salary increase shall be those who have been recognized as national
39 board-certified teachers as of July 1 of each year.

40 (5) To determine the apportionment for pupil service staff, take
41 the amounts indicated on the career ladder table plus the amounts associ-
42 ated with the additional education allocation amounts pursuant to section
43 33-1004B, Idaho Code, and calculate the weighted average. If the district
44 does not employ any pupil service staff, the district's pupil service staff
45 average salary shall equal the district's instructional staff average
46 salary for purposes of calculating pupil service salary-based apportion-
47 ment. The amount so determined shall be multiplied by the district staff al-
48 lowance for pupil service staff determined pursuant to section 33-1004(3),
49 Idaho Code. Full-time pupil service staff salaries shall be determined from
50 a salary schedule developed by each district and submitted to the state de-

1 department of education. The resulting amount is the district's salary-based
2 apportionment for pupil service staff. No full-time pupil service staff
3 member shall be paid less than the minimum dollar amount on the career ladder
4 residency compensation rung pursuant to section 33-1004B, Idaho Code, for
5 the applicable fiscal year.

6 (6) To determine the apportionment for district administrative staff,
7 first determine the district average experience and education index by plac-
8 ing all eligible certificated administrative employees on the statewide
9 index provided in section 33-1004A, Idaho Code. The resulting average is the
10 district index. If the district does not employ any administrative staff,
11 the district administrative index shall equal the statewide average index
12 for purposes of calculating administrative salary-based apportionment. The
13 district administrative staff index shall be multiplied by the base salary
14 of thirty-seven thousand two hundred seventy-two dollars (\$37,272). The
15 amount so determined shall be multiplied by the district staff allowance for
16 administrative staff determined as provided in section 33-1004(4), Idaho
17 Code. The resulting amount is the district's salary-based apportionment for
18 administrative staff.

19 (7) To determine the apportionment for classified staff, multiply
20 twenty-two thousand three hundred fifteen dollars (\$22,315) by the district
21 classified staff allowance determined as provided in section 33-1004(5),
22 Idaho Code. The amount so determined is the district's apportionment for
23 classified staff.

24 (8) The district's salary-based apportionment shall be the sum of the
25 apportionments calculated in subsections (1), (~~2~~4), (~~3~~5), (~~4~~6) and (~~5~~7)
26 of this section, plus the benefit apportionment as provided in section
27 33-1004F, Idaho Code.

28 SECTION 4. That Section 33-1004I, Idaho Code, be, and the same is hereby
29 amended to read as follows:

30 33-1004I. MASTER EDUCATOR PREMIUMS. (1) A portion of the moneys avail-
31 able to the education support program shall be distributed per full-time
32 equivalent instructional staff position employed by each school district.
33 Such moneys shall be paid to instructional staff employees who have been
34 awarded a master educator premium prior to June 30, 2021, and have earned a
35 master educator designation by meeting the minimum qualifications set forth
36 in subsection (2) of this section and the additional qualifications devel-
37 oped or adopted by the employing school district pursuant to subsection (3)
38 of this section, in an amount set forth in subsection (4) of this section. No
39 new applications shall be accepted for any year after January 1, 2021.

40 (2) The minimum qualifications for an instructional staff or a pupil
41 service staff employee to earn a master educator designation shall be as fol-
42 lows:

43 (a) An instructional staff or pupil service staff employee must have
44 eight (8) or more years of teaching experience provided that the three
45 (3) years immediately preceding the award must be continuous and in
46 Idaho. The remainder of the teaching experience making up the eight (8)
47 years must have been earned in Idaho or in a compact-member state pur-
48 suant to section 33-4101, Idaho Code;

1 (b) An instructional staff or pupil service staff employee must demon-
2 strate mastery of instructional techniques for no fewer than three (3)
3 of the previous five (5) years of instruction through:

- 4 (i) Artifacts demonstrating evidence of effective teaching; and
5 (ii) Successful completion of an annual individualized profes-
6 sional learning plan; and

7 (c) A majority of an instructional staff employee's students must meet
8 measurable student achievement as defined in section 33-1001, Idaho
9 Code, for no fewer than three (3) of the previous five (5) years.

10 (d) A majority of a pupil service staff employee's students must meet
11 measurable student achievement or measurable student success indica-
12 tors, as defined in section 33-1001, Idaho Code, for no fewer than three
13 (3) of the previous five (5) years.

14 (3) In addition to the minimum qualifications for a master educator
15 designation set forth in subsection (2) of this section:

16 (a) Local school districts may develop and require additional qualifi-
17 cations showing demonstrated mastery of instructional techniques and
18 professional practice through multiple measures, provided that such
19 qualifications shall be developed by a committee consisting of teach-
20 ers, administrators and other school district stakeholders and shall
21 first be approved by the state board of education;

22 (b) Local school districts may develop plans that recognize groups of
23 teachers based on measurable student achievement goals aligned with
24 school district-approved continuous improvement plans. Groups may be
25 school-wide or may be smaller groups such as grade levels or by sub-
26 ject matter. Each teacher in a master educator group shall receive
27 a master educator premium if goals are met according to the district
28 plans. Plans shall be developed by a committee consisting of teachers,
29 administrators and other school district stakeholders and shall first
30 be approved by the state board of education. Any school district that
31 does not follow their preapproved plan shall not receive future master
32 educator premium dollars; or

33 (c) If a local school district has not developed qualifications pur-
34 suant to paragraph (a) or (b) of this subsection, then eligible school
35 district staff may apply to the state board of education by showing
36 demonstrated mastery of instructional techniques and professional
37 practice through multiple measures as developed by a committee facili-
38 tated by the state board of education consisting of teachers, adminis-
39 trators and other stakeholders, which measures shall be approved by the
40 state board of education.

41 (4) The amount of the master educator premium paid to a qualified in-
42 structional staff or pupil service staff employee shall be four thousand
43 dollars (\$4,000) each year for three (3) years starting with the initial
44 award of the master educator premium. ~~After the third year of receiving the~~
45 ~~master educator premium, the instructional staff employee must continue to~~
46 ~~demonstrate that he or she meets the master educator premium qualifications~~
47 ~~in each subsequent year. If the qualifications are not met, then the premium~~
48 ~~will be discontinued until such time as the qualifications are met.~~

1 (5) Local school district boards of trustees may provide master edu-
2 cator premiums to instructional staff employees consistent with the provi-
3 sions of this section.

4 (6) For the purposes of this section, the term "school district" also
5 means "public charter school" and the term "board of trustees" also means
6 "board of directors."

7 (7) The state board of education may promulgate rules implementing the
8 provisions of this section.

9 (8) The provisions of this section shall be null, void, and of no force
10 and effect on and after July 1, 2024.