LEGISLATURE OF THE STATE OF IDAHO

Sixty-fifth Legislature Second Regular Session - 2020

IN THE SENATE

SENATE BILL NO. 1329

BY EDUCATION COMMITTEE

AN ACT

RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, AS AMENDED BY SECTION 2, CHAPTER 132, LAWS OF 2019, TO PROVIDE PLACEMENT ON THE CAREER LADDER FOR CERTAIN INSTRUCTIONAL STAFF AND TO PROVIDE FOR INCLUSION OF AN ALLOCATION AMOUNT IN CERTAIN CAREER TECHNICAL EDUCATION INSTRUCTIONAL STAFF MEMBER SALARIES; AND AMENDING SECTION 33-2205, IDAHO CODE, TO PROVIDE FOR THE ISSUANCE OF CAREER TECHNICAL EDUCATION CERTIFICATES UNDER CERTAIN CIRCUMSTANCES AND TO MAKE TECHNICAL CORRECTIONS.

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

SECTION 1. That Section 33-1004B, Idaho Code, as amended by Section 2, Chapter 132, Laws of 2019, be, and the same is hereby amended to read as follows:

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

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

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

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

(4) Career technical education instructional staff holding an occupational specialist certificate shall be placed on the career ladder as follows:

(a) Instructional staff new to working in an Idaho public school:
(i) With two (2) or three (3) years of industry experience in a
field closely related to the subjects they seek to teach shall be
placed in an equivalent cell to instructional staff who have been
on the career ladder and met the movement requirements for one (1)
year;
(ii) With four (4) or five (5) years of industry experience in a
field closely related to the subjects they seek to teach shall be
placed in an equivalent cell to instructional staff who have been
on the career ladder and met the movement requirements for two (2)
years;
(iii) With six (6) or seven (7) years of industry experience in a
field closely related to the subjects they seek to teach shall be
placed in an equivalent cell to instructional staff who have been
on the career ladder and met the movement requirements for three (3) years; and
(iv) With eight (8) or more years of industry experience in a
field closely related to the subjects they seek to teach shall be
placed in an equivalent cell to instructional staff who have been
on the career ladder and met the movement requirements for four (4)
years; and

(b) Existing career technical education instructional staff on the
residency compensation rung shall have their placement updated consis-
tent with the provisions of paragraph (a) of this subsection if the
update would result in a rung higher than their current placement.

(5) In addition to the allocation amount specified for the applicable
cell on the career ladder, school districts shall receive an additional al-
location amount for career technical education instructional staff holding
an occupational specialist certificate in the area for which they are teach-
ing in the amount of three thousand dollars ($3,000), which shall be des-
ignated for career technical education staff and included as part of their
salary.

(6) In addition to the allocation amount specified for the applicable
cell on the career ladder, school districts shall receive an additional allo-
cation amount for instructional staff and pupil service staff holding
a professional endorsement who have acquired additional education and meet
the professional compensation rung performance criteria. In determining
the additional education allocation amount, only transcripted credits and
degrees on file with the teacher certification office of the state depart-
ment of education, earned at an institution of higher education accredited
by a body recognized by the state board of education or credits earned
through an internship or work experience approved by the state board of
education, shall be allowed. All credits and degrees earned must be in a
relevant pedagogy or content area as determined by the state department of
education. Additional education allocation amounts are not cumulative.
Instructional staff whose initial certificate is an occupational specialist
certificate shall be treated as BA degree-prepared instructional staff.
Credits earned by such occupational specialist instructional staff after
initial certification shall be credited toward the education allocation.
Additional allocations are:
(a) For instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars ($2,000) per fiscal year.

(b) For instructional staff and pupil service staff holding a professional endorsement and a master's degree, three thousand five hundred dollars ($3,500) per fiscal year.

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

<table>
<thead>
<tr>
<th>Base</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residency</td>
<td>$40,000</td>
<td>$40,500</td>
<td>$41,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>$42,500</td>
<td>$44,375</td>
<td>$46,250</td>
<td>$48,125</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

(27) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each evaluation component as outlined in administrative rule and the rating given for each component. The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education with input from the Idaho-approved teacher preparation programs and the state department of education shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(28) School districts shall submit annually to the state the data necessary to determine if an instructional staff or pupil service staff member has met the performance criteria for movement on the applicable compensation rung. The department of education shall calculate whether or not instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous five (5) years. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee's personnel record and are exempt from public disclosure pursuant to section 74-106, Idaho Code.

SECTION 2. That Section 33-2205, Idaho Code, be, and the same is hereby amended to read as follows:

33-2205. STATE BOARD TO APPOINT ADMINISTRATOR -- DESIGNATION OF ASSISTANTS -- DIVISION OF CAREER TECHNICAL EDUCATION -- DUTIES AND POWERS. (1) The state board of education shall appoint a person to serve as an administrator to the state board for career technical education, who shall be known
as the administrator of career technical education. The administrator shall
designate, by and with the advice and consent of the state board for career
technical education, such assistants as may be necessary to properly carry
out the provisions of the federal acts and this chapter for the state of
Idaho. The administrator and such assistants shall together be known as the
division of career technical education.
(2) The administrator of career technical education shall also carry
into effect such rules as the state board for career technical education may
adopt, and shall coordinate all efforts in career technical education ap-
proved by the board with the executive secretary, and shall prepare such re-
ports concerning the condition of career technical education in the state as
the state board for career technical education may require.
(3) The division of career technical education may coordinate with
the Idaho digital learning academy to develop any statewide virtual career
technical education course delivery. Districts may choose to enroll in the
course offered by the Idaho digital learning academy or may use their own
curriculum providers.
(4) The division of career technical education shall maintain a list of
secondary career technical education pathways that can be delivered by tra-
ditional means or entirely online, or a combination of both methods. The
division of career technical education shall develop a methodology for the
funding of each pathway delivery type. For those pathways that are able to
be delivered entirely online, there shall be a presumption that they shall
receive the same funding as for traditional career technical education path-
ways; however, actual funding shall be based upon actual approved costs, not
to exceed the cost of delivering these pathways in a traditional setting.
(5) The division of career technical education may provide incentives
to Idaho public colleges and universities offering career technical pro-
grams that, in coordination with the division, align their foundational
courses that are required in the same or substantially similar programs of
study so as to achieve uniformity and transferability in the core program
requirements at all such public colleges and universities. Postsecondary
credits earned by a student in a career technical education program shall
transfer at the full credit value to any public Idaho college or university
in a like program of study and such postsecondary credits will be treated by
any such public college or university as satisfying specific course require-
ments in such program of study.
(6) The board shall authorize the issuance of career technical educa-
tion certificates to individuals who seek to teach in career-related sub-
jects and who:
(a) Submit to a criminal history check as described in section 33-130,
Idaho Code, and meet at least one (1) of the following criteria:
(i) Hold or have held an approved industry certification in a
field closely related to the content area in which the individual
seeks to teach as defined by the division of career technical edu-
cation;
(ii) Demonstrate a minimum of six thousand (6,000) hours of pro-
fessional experience in a field closely related to the content
area in which the individual seeks to teach; or
(iii) Hold a baccalaureate degree in a field closely related to the content area in which the individual seeks to teach and demonstrate two thousand (2,000) hours of professional experience in a field closely related to the content area in which the individual seeks to teach; and

(b) Complete an educator training program or courses approved by the division of career technical education.

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