

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 849

BY EDUCATION COMMITTEE

AN ACT

1 RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, TO REVISE PRO-  
2 VISIONS REGARDING THE CAREER LADDER; AMENDING SECTION 33-1201A, IDAHO  
3 CODE, TO REVISE PROVISIONS REGARDING IDAHO PROFESSIONAL ENDORSEMENTS;  
4 AND DECLARING AN EMERGENCY AND PROVIDING AN EFFECTIVE DATE.  
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6 Be It Enacted by the Legislature of the State of Idaho:

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

9 33-1004B. CAREER LADDER. School districts shall receive an allocation  
10 for instructional staff and pupil service staff based on their staffs' posi-  
11 tion on the career ladder as follows:

12 (1) ~~Instructional~~ Except as otherwise provided in this section, in-  
13 structional staff and pupil service staff who are in their first year  
14 of holding an Idaho certificate shall be placed in the first cell of the  
15 residency compensation rung and shall move one (1) cell on the residency com-  
16 pensation rung for each year they hold an Idaho certificate and are employed  
17 in an Idaho public school thereafter for up to three (3) years, at which point  
18 they will remain in the third cell of the residency rung until they earn a  
19 professional endorsement.

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

23 (3) ~~Instructional~~ Except as otherwise provided in this section, in-  
24 structional staff and pupil service staff on the professional compensation  
25 rung with four (4) years of experience shall move one (1) cell on the profes-  
26 sional compensation rung unless they have failed to meet the professional  
27 compensation rung performance criteria for three (3) of the previous four  
28 (4) years. Instructional staff and pupil service staff on the professional  
29 compensation rung who meet the performance criteria for three (3) of the  
30 previous five (5) years, one (1) of which must be during the fourth or fifth  
31 year, shall move one (1) cell. Allocations for instructional staff and pupil  
32 service staff who do not meet the professional compensation rung performance  
33 criteria for three (3) of the previous five (5) years, one (1) of which must  
34 be during the fourth or fifth year, shall remain at the previous fiscal year  
35 allocation level. This also applies to the educational allocation.

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

39 (5) ~~Instructional~~ Except as otherwise provided in this section, in-  
40 structional staff and pupil service staff on the advanced professional  
41 compensation rung who met the performance criteria for the advanced pro-  
42 fessional rung in the previous year shall move one (1) cell on the advanced

1 professional compensation rung. Allocations for instructional staff and  
 2 pupil service staff who do not meet the advanced professional compensation  
 3 rung performance criteria shall remain at the previous fiscal year alloca-  
 4 tion level. This also applies to the additional education allocation.

5 (6) Career technical education instructional staff holding an occupa-  
 6 tional specialist certificate shall be placed on the career ladder as fol-  
 7 lows:

8 (a) Instructional staff new to or returning to working in an Idaho pub-  
 9 lic school:

10 (i) With two (2) or three (3) years of industry experience in a  
 11 field closely related to the subjects they seek to teach shall be  
 12 placed in an equivalent cell to instructional staff who have been  
 13 on the career ladder and met the movement requirements for one (1)  
 14 year;

15 (ii) With four (4) or five (5) years of industry experience in a  
 16 field closely related to the subjects they seek to teach shall be  
 17 placed in an equivalent cell to instructional staff who have been  
 18 on the career ladder and met the movement requirements for two (2)  
 19 years;

20 (iii) With six (6) or seven (7) years of industry experience in a  
 21 field closely related to the subjects they seek to teach shall be  
 22 placed in an equivalent cell to instructional staff who have been  
 23 on the career ladder and met the movement requirements for three  
 24 (3) years; and

25 (iv) With eight (8) or more years of industry experience in a  
 26 field closely related to the subjects they seek to teach shall be  
 27 placed in an equivalent cell to instructional staff who have been  
 28 on the career ladder and met the movement requirements for four (4)  
 29 years; and

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

34 (7) (a) Career technical education instructional staff holding an oc-  
 35 cupational specialist certificate who are placed on the career ladder  
 36 pursuant to the provisions of subsection (6) of this section and ini-  
 37 tially placed on the professional compensation rung shall move cells on  
 38 the professional compensation rung as follows:

39 (i) Those with one (1) year of experience shall move one (1) cell  
 40 on the professional compensation rung unless they have failed to  
 41 meet the professional compensation rung performance criteria for  
 42 the first year;

43 (ii) Those with two (2) years of experience shall move one (1) cell  
 44 on the professional compensation rung unless they have failed to  
 45 meet the professional compensation rung performance criteria in  
 46 either of the two (2) years;

47 (iii) Those with three (3) years of experience shall move one (1)  
 48 cell on the professional compensation rung unless they have failed  
 49 to meet the professional compensation rung performance criteria  
 50 for two (2) of the previous three (3) years; and

1            (iv) Those with four (4) or more years of experience shall move  
 2            according to the provisions of subsection (3) of this section.

3            (b) Allocations for such instructional staff who do not meet the pro-  
 4            fessional compensation rung performance criteria in any year shall re-  
 5            main at the previous fiscal year allocation level.

6            ~~(7)~~ (8) Instructional staff or pupil service staff entering their first  
 7            year on the career ladder, but with prior certificated instructional, pupil  
 8            service, administrative, or equivalent elementary or secondary school ex-  
 9            perience, including in an accredited private or parochial school, shall be  
 10           placed on the career ladder as follows:

11           (a) Instructional staff and pupil service staff who have been awarded a  
 12           professional endorsement shall be placed as follows:

13           (i) Those with four (4) years of certificated experience and doc-  
 14           umentation from the hiring school district or charter school ad-  
 15           ministrative, attesting the individual has provided evidence that  
 16           the individual has met the professional compensation rung perfor-  
 17           mance criteria in two (2) of the previous four (4) years, shall be  
 18           placed in an equivalent cell on the career ladder to instructional  
 19           staff or pupil service staff who have met the movement criteria for  
 20           four (4) years; or

21           (ii) Those with five (5) or more years of certificated experi-  
 22           ence and documentation from the hiring school district or charter  
 23           school administrator, attesting the individual has provided ev-  
 24           idence that the individual has met the professional compensation  
 25           rung performance criteria in three (3) of the previous five (5)  
 26           years, with one (1) year being the fourth or fifth year, shall be  
 27           placed in an equivalent cell on the career ladder to instructional  
 28           staff or pupil service staff who have met the movement criteria for  
 29           the equivalent number of years as they have verified experience.

30           (b) Instructional staff and pupil service staff who have been awarded  
 31           an advanced professional endorsement with nine (9) or more years of cer-  
 32           tificated experience and documentation from the hiring school district  
 33           or charter school administrator, attesting the individual has provided  
 34           evidence that the individual has met the professional compensation rung  
 35           performance criteria in three (3) of the previous five (5) years, with  
 36           one (1) year being the fourth or fifth year, shall be placed in an equiv-  
 37           alent cell on the career ladder to instructional staff or pupil service  
 38           staff who have met the movement criteria for the equivalent number of  
 39           years as they have verified experience.

40           (9) (a) Pupil service staff new to or returning to working in an Idaho  
 41           public school who are certified in and have industry experience in a  
 42           field closely related to the position in which they seek to be employed,  
 43           and which position is eligible for certificated pupil service staff,  
 44           shall be placed on the career ladder as follows:

45           (i) Those with two (2) or three (3) years of industry experience  
 46           in a field closely related to the position in which they seek to  
 47           work shall be placed in an equivalent cell to pupil service staff  
 48           who have been on the career ladder and met the movement require-  
 49           ments for one (1) year;

1        (ii) Those with four (4) or five (5) years of industry experience  
 2        in a field closely related to the position in which they seek to  
 3        work shall be placed in an equivalent cell to pupil service staff  
 4        who have been on the career ladder and met the movement require-  
 5        ments for two (2) years;

6        (iii) Those with six (6) or seven (7) years of industry experience  
 7        in a field closely related to the position in which they seek to  
 8        work shall be placed in an equivalent cell to pupil service staff  
 9        who have been on the career ladder and met the movement require-  
 10       ments for three (3) years; and

11       (iv) Those with eight (8) or more years of industry experience in  
 12       a field closely related to the position in which they seek to work  
 13       shall be placed in an equivalent cell to pupil service staff who  
 14       have been on the career ladder and met the movement requirements  
 15       for four (4) years; and

16       (b) Existing pupil service staff on the residency compensation rung  
 17       shall have their placement updated consistent with the provisions of  
 18       paragraph (a) of this subsection if the update would result in a rung  
 19       higher than their current placement.

20       (10) (a) Pupil service staff holding a pupil service staff certificate  
 21       who are placed on the career ladder pursuant to subsection (9) of this  
 22       section and initially placed on the professional compensation rung  
 23       shall move cells on the professional compensation rung as follows:

24       (i) Those with one (1) year of experience shall move one (1) cell  
 25       on the professional compensation rung unless they have failed to  
 26       meet the performance criteria for the first year;

27       (ii) Those with two (2) years of experience shall move one (1) cell  
 28       on the professional compensation rung unless they have failed to  
 29       meet the professional compensation rung performance criteria in  
 30       either of the two (2) years;

31       (iii) Those with three (3) years of experience shall move one (1)  
 32       cell on the professional compensation rung unless they have failed  
 33       to meet the professional compensation rung performance criteria  
 34       for two (2) of the previous three (3) years; and

35       (iv) Those with four (4) or more years of experience shall move  
 36       according to the provisions of subsection (3) of this section.

37       (b) Allocations for such pupil service staff who do not meet the profes-  
 38       sional compensation rung performance criteria in any year shall remain  
 39       at the previous fiscal year allocation level.

40       (11) When determining the placement of instructional staff, pupil ser-  
 41       vice staff, or career technical education instructional staff new to or re-  
 42       turning to working in an Idaho public school, all experience calculated un-  
 43       der subsections (6), (8), and (9) of this section shall be combined.

44       ~~(8)~~ (12) In addition to the allocation amount specified for the applica-  
 45       ble cell on the career ladder, school districts shall receive an additional  
 46       allocation amount for career technical education instructional staff hold-  
 47       ing an occupational specialist certificate in the area for which they are  
 48       teaching in the amount of three thousand dollars (\$3,000), which shall be  
 49       designated for career technical education staff and included as part of  
 50       their salary.

1        ~~(9)~~ (13) In addition to the allocation amount specified for the applica-  
 2 ble cell on the career ladder, school districts shall receive an additional  
 3 allocation amount for instructional staff and pupil service staff holding  
 4 a professional or an advanced professional endorsement who have acquired  
 5 additional education and meet the professional or advanced professional  
 6 compensation rung performance criteria. In determining the additional ed-  
 7 ucation allocation amount, only transcribed credits and degrees on file  
 8 with the teacher certification office of the state department of education,  
 9 earned at an institution of higher education accredited by a body recognized  
 10 by the state board of education or credits earned through an internship or  
 11 work experience approved by the state board of education, shall be allowed.  
 12 All credits and degrees earned must be in a relevant pedagogy or content area  
 13 as determined by the state department of education. Additional education  
 14 allocation amounts are not cumulative. Instructional staff whose initial  
 15 certificate is an occupational specialist certificate shall be treated as BA  
 16 degree-prepared instructional staff. Credits earned by such occupational  
 17 specialist instructional staff after initial certification shall be cred-  
 18 ited toward the education allocation. Additional education allocations  
 19 are:

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

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

27        (c) Effective July 1, 2021, the allocation shall be:

28        Base

29        Allocation	1	2	3	4	5
30        Residency	\$40,369	\$40,990	\$41,611		
31        Professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370
32        Advanced					
33        Professional	\$52,734	\$53,207			

34        (d) Effective July 1, 2022, the allocation shall be:

35        Base

36        Allocation	1	2	3	4	5
37        Residency	\$40,742	\$41,486	\$42,231		
38        Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
39        Advanced					
40        Professional	\$53,478	\$54,442	\$55,389		

41        (e) Effective July 1, 2023, the allocation shall be:

42        Base

43        Allocation	1	2	3	4	5
44        Residency	\$41,118	\$41,988	\$42,860		

1	Professional	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
2	Advanced					
3	Professional	\$54,233	\$55,705	\$57,165	\$58,613	

4 (f) Effective July 1, 2024, the allocation shall be:

5	Base					
6	Allocation	1	2	3	4	5
7	Residency	\$41,500	\$42,500	\$43,500		
8	Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
9	Advanced					
10	Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

11 ~~(10)~~ (14) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

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15 ~~(11)~~ (15) 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 domain and identification of which domain or domains the administrator is focusing on for the instructional staff or pupil service staff member being evaluated, as outlined in administrative rule. The review shall be completed prior to November 1 of each year. 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.

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37 ~~(12)~~ (16) 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. Such data shall include the individuals' performance on each of the performance criteria as defined in section 33-1001, Idaho Code, including the percentage of students meeting their measurable student achievement and student success indicator targets. 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.

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1 SECTION 2. That Section 33-1201A, Idaho Code, be, and the same is hereby  
2 amended to read as follows:

3 33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY. (1) Any in-  
4 structional staff employee or any pupil service staff employee will receive  
5 mentoring as outlined in such employee's individualized professional learn-  
6 ing plan during the initial three (3) years of holding such certificate.  
7 Upon holding a certificate for three (3) years, any such instructional staff  
8 or pupil service staff employee may apply for an Idaho professional endorse-  
9 ment. Upon holding a professional endorsement for five (5) years or more,  
10 any such instructional staff or pupil service staff employee may apply for an  
11 Idaho advanced professional endorsement. Individuals who hold an instruc-  
12 tional staff certificate and a pupil service staff certificate shall have  
13 their experience based on the overall years of experience if held consecu-  
14 tively or the certificate they have held the longest if dually certificated.

15 (2) To be eligible for an Idaho professional endorsement, the instruc-  
16 tional staff or pupil service staff employee must:

17 (a) Have held a certificate and been employed in a public school for at  
18 least three (3) years or have completed a state board of education-ap-  
19 proved interim certificate of three (3) years or longer;

20 (b) Show they met the professional compensation rung performance cri-  
21 teria for two (2) of the three (3) previous years or the third year;

22 (c) Have a written recommendation from the employing school district;  
23 and

24 (d) Have an annual individualized professional learning plan developed  
25 in conjunction with the employee's school district supervisor.

26 Instructional staff employees may provide additional evidence demonstrat-  
27 ing effective teaching that may be considered in exceptional cases for  
28 purposes of determining proficiency and student achievement in the event  
29 required standards for professional endorsement are not met. Pupil service  
30 staff employees may provide additional evidence demonstrating effective  
31 student achievement or success that may be considered in exceptional cases  
32 for purposes of determining proficiency and student achievement or success  
33 in the event required standards for professional endorsement are not met.

34 (3) To be eligible for an Idaho advanced professional endorsement, the  
35 instructional staff or pupil service staff employee must:

36 (a) Have held a renewable certificate and been employed in a public  
37 school for at least eight (8) years or more or have completed a state  
38 board of education-approved interim certificate of three (3) years or  
39 longer and held a renewable certificate and been employed in a public  
40 school for five (5) years or more;

41 (b) Show they met the professional compensation rung performance cri-  
42 teria for four (4) of the five (5) previous years or the third, fourth,  
43 and fifth year;

44 (c) During three (3) of the previous five (5) years, have served in  
45 an additional building or district leadership role in an Idaho public  
46 school, including but not limited to:

47 (i) Instructional specialist or instructional coach;

48 (ii) Mentor;

49 (iii) Curriculum or assessment committee member;

- 1 (iv) Team or committee leadership position;  
 2 (v) Data coach; or  
 3 (vi) Other leadership positions identified by the school dis-  
 4 trict;
- 5 (d) Have a written recommendation from the employing school district;  
 6 (e) Have an annual individualized professional learning plan developed  
 7 in conjunction with the employee's supervisor and a self-evaluation;  
 8 and
- 9 (f) (i) Effective July 1, 2020, through June 30, 2021, show they  
 10 have met the advanced professional compensation rung performance  
 11 criteria for three (3) of the five (5) previous years or the fifth  
 12 year;  
 13 (ii) Effective July 1, 2021, through June 30, 2022, show they have  
 14 met the advanced professional compensation rung performance cri-  
 15 teria for three (3) of the five (5) previous years or the fourth and  
 16 fifth year; or  
 17 (iii) Effective July 1, 2022, show they have met the advanced pro-  
 18 fessional compensation rung performance criteria for three (3) of  
 19 the five (5) previous years.

20 Instructional staff employees may provide additional evidence demon-  
 21 strating effective teaching that may be considered in exceptional cases  
 22 for purposes of determining proficiency and student achievement in the  
 23 event required standards for the advanced professional endorsement are not  
 24 met. Pupil service staff employees may provide additional evidence demon-  
 25 strating effective student achievement or success that may be considered  
 26 in exceptional cases for purposes of determining proficiency and student  
 27 achievement or success in the event required standards for the advanced pro-  
 28 fessional endorsement are not met.

29 (4) Instructional staff and pupil service staff who have been certified  
 30 in another state shall be eligible for the professional endorsement if they:

- 31 (a) Have a written recommendation from the employing school district;  
 32 (b) Have worked in a certificated position in a compact-member state  
 33 other than Idaho pursuant to section 33-4104, Idaho Code; and  
 34 (c) Would have been eligible to work in a certificated position in an  
 35 Idaho public school based on that certification for three (3) to eight  
 36 (8) years.

37 (5) Instructional staff and pupil service staff who have been certified  
 38 in another state shall be eligible for the advanced professional endorsement  
 39 if they:

- 40 (a) Have a written recommendation from the employing school district;  
 41 (b) Have worked in a certificated position in a compact-member state  
 42 other than Idaho pursuant to section 33-4104, Idaho Code; and  
 43 (c) Would have been eligible to work in a certificated position in an  
 44 Idaho public school based on that certification for nine (9) years or  
 45 more.

46 (6) Instructional staff and pupil service staff who have worked in  
 47 an accredited private school and maintained their instructional or pupil  
 48 service staff certification may use their years of private school work ex-  
 49 perience to meet the years of experience requirements for the professional  
 50 and advanced professional endorsement. Such staff may provide additional

1 evidence demonstrating effective teaching that may be considered in excep-  
 2 tional cases for purposes of determining proficiency and student achieve-  
 3 ment requirements for professional and advanced professional eligibility  
 4 criteria.

5 (7) Pupil service staff and career technical education instructional  
 6 staff may use the years of industry experience, as calculated pursuant to  
 7 section 33-1004B(6) and (9), Idaho Code, to meet the years of experience  
 8 requirements for the professional and advanced professional endorsements.  
 9 Such staff may provide additional evidence demonstrating effective teaching  
 10 that may be considered in exceptional cases for purposes of determining pro-  
 11 iciency and student achievement requirements for professional and advanced  
 12 professional eligibility criteria.

13 ~~(7)~~ (8) Individuals holding a professional endorsement or an advanced  
 14 professional endorsement will be annually evaluated in at least two (2) do-  
 15 mains in the state evaluation framework approved by the state board of educa-  
 16 tion. All other instructional or pupil service staff employees must be eval-  
 17 uated across all domains in the evaluation framework. Ratings in the domains  
 18 described in section 33-1001(20)(b), Idaho Code, are required as part of the  
 19 advanced professional compensation rung performance criteria.

20 ~~(8)~~ (9) The state board of education shall promulgate rules implement-  
 21 ing the provisions of this section.

22 ~~(9)~~ (10) For the purposes of this section:

23 (a) "Certificate" means an Idaho instructional certificate, pupil  
 24 service staff certificate, or out-of-state educator certificate that  
 25 meets the requirements for reciprocity under rules promulgated by the  
 26 state board of education;

27 (b) In conjunction with the Idaho evaluation framework, "individual-  
 28 ized professional learning plan" means an individualized professional  
 29 development plan based on the Idaho framework for teaching evaluation  
 30 and includes, at a minimum, identified interventions based on the indi-  
 31 vidual's strengths and areas of needed growth, how the individual will  
 32 set student achievement and growth goals, and areas of identified pro-  
 33 fessional development and mentoring that target continuous improvement  
 34 in professional areas, future student achievement, and school building  
 35 or district culture;

36 (c) "Instructional staff" means those involved in the direct instruc-  
 37 tion of a student or group of students and who hold a certificate issued  
 38 under section 33-1201, Idaho Code;

39 (d) "Pupil service staff" means those who provide services to students  
 40 but are not involved in direct instruction of those students and who  
 41 hold a certificate issued under section 33-1201, Idaho Code; and

42 (e) "School district" means a school district or a public charter  
 43 school.

44 SECTION 3. An emergency existing therefor, which emergency is hereby  
 45 declared to exist, this act shall be in full force and effect on and after  
 46 July 1, 2026.