

# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and 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.



# HO 296 Career Ladder

EXPERIENCE AND EDUCATION MULTIPLIER TABLE

Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	1.00000	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730
1	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410
2	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260
3	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290
4	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510
5	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930
6	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550
7	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380
8	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430
9	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430	1.73710
10	1.39290	1.49930	1.55550	1.61380	1.67430	1.73710	1.80220
11	1.39290	1.49930	1.55550	1.61380	1.73710	1.80220	1.86980
12	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	1.93990
13 or more	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	2.01260



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

# HO 296 Career Ladder

**BASE SALARY \$23,354    MINIMUM SALARY \$31,750**

2014-2015 Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
1	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
2	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
3	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530
4	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749
5	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015
6	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327
7	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689
8	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102
9	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568
10	\$32,530	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568	\$42,089
11	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$42,089	\$43,667
12	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$45,304
13 or more	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$47,002



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

# HO 296

## Career Ladder

2015-2016 Career Ladder Placement	2014-2015 Index	2014-2015 Salary Apportionment	2015-2016 Salary Apportionment
Res/Prof 1	NA	NA	\$32,700.00
Res/Prof 2	1.00000 to 1.34260	\$31,750.00	\$33,200.00
Res/Prof 3	1.39290	\$32,530.00	\$33,822.00
Prof 1	1.44510	\$33,749.00	\$35,498.00
Prof 2	1.49930	\$35,015.00	\$36,885.00
Prof 3	1.55550	\$36,327.00	\$38,311.00
Prof 4	1.61380	\$37,689.00	\$39,775.00
Prof 5	1.67430	\$39,102.00	\$41,282.00
Prof 6	1.73710	\$40,568.00	\$42,089.00
Prof 7	1.80220	\$42,089.00	\$43,668.00
Prof 8	1.86980	\$43,667.00	\$45,305.00
Prof 9	1.93990	\$45,304.00	\$47,004.00
Prof 10	2.01260	\$47,002.00	\$47,603.00

Res/Prof 1 for first year Instructional staff beginning in 2015-2016



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(a) **Instructional 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.**

(b) **Instructional staff new to teaching in Idaho who hold a certificate from a state other than Idaho and who are approved to teach in Idaho will be placed into the cohort of instructional staff on the career ladder table equivalent to their experience and education pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2015.**



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(c) **In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional 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 credits and degrees earned based upon a transcript on file with the teacher certification office of the state department 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 other work experience approved by the state board of education, shall be credited toward the education allocation. 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.



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(c)(i), (ii), (iii), (iv), and (v)

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
For instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits	\$400	\$800	\$1,200	\$1,600	\$2,000
For instructional staff holding a professional endorsement and a master degree	\$700	\$1,400	\$2,100	\$2,800	\$3,500



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (1)

(d) Effective July 1, 2015, through June 30, 2016, the allocation shall be:

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

(e) Effective July 1, 2016, through June 30, 2017, the allocation shall be:

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

(f) Effective July 1, 2017, through June 30, 2018, the allocation shall be:

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



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (2) Effective [July 1, 2018, through June 30, 2019](#), school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder.

- (a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the compensation rung performance criteria for the previous three (3) years.** Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for the previous three (3) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (2)

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

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



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (3) Effective July 1, 2019, through June 30, 2020, school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder as follows:

- (a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years**. Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



# HO 296

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (3)

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

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



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

# Salary and Benefit Apportionment

	FY 2016	FY 2015	% Chg
Staff Allowance Ratios			
Instructional	1.021	1.1	0.00%
Pupil Services	0.079		
Administrative	0.075	0.075	0.00%
Classified	0.375	0.375	0.00%
Base Salaries			
Instructional	NA	\$23,354	3.00%
Pupil Services	\$24,055		
Administrative	\$33,116	\$32,151	3.00%
Classified	\$19,826	\$19,249	3.00%
Instructional Minimum Salary	\$32,700	\$31,750	2.99%
Pupil Service Minimum Salary	\$32,703	\$31,750	3.00%
Instructional / Pupil Services Use-it-or-Lose-it Flexibility <sup>1,2</sup>	9.5%, 8.5%	9.5%	NA
Instructional Allowance used for Virtual Education	15%	15%	0.00%
State-paid Employee Benefits (PERSI, FICA)	18.97%	18.97%	0.00%

<sup>1</sup> Charter Schools are exempt from the Instructional Use-it-or-Lose-it statutory provision.

<sup>2</sup> School districts with an average class size of at least one greater than the statewide average class size will be reduced from 9.5% to 8.5%



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION