



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

FY 2017 Public Schools Appropriation House Bills 571 – Career Ladder

TIM HILL

ASSOCIATE DEPUTY SUPERINTENDENT, PUBLIC SCHOOL FINANCE

2016 Post Legislative Tour

HB 571

Career Ladder

SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS. The following words and phrases used in this chapter are defined as follows:

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

(12) "Measurable student achievement" means the measurement of student academic achievement or growth within a given interval of instruction for those students who have been enrolled in and attended eighty percent (80%) of the interval of instruction. Measures and targets shall be chosen at the district level or school level in collaboration with the ~~teacher~~ staff member impacted by the measures and applicable district staff.



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SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS. The following words and phrases used in this chapter are defined as follows:

- (13) "Performance criteria" means the standards specified for instructional staff and pupil service staff to demonstrate teaching proficiency for a given compensation rung.
- (14) "Professional compensation rung performance criteria" means:
- (a) An overall rating of proficient and no components rated as unsatisfactory on the state framework for teaching evaluation; and
 - (b) Demonstrating the majority of their students have met their measurable student achievement targets or student success indicator targets.
- (16) "Pupil service staff" means those who provide services to students but are not involved in direct instruction of those students, ~~including staff holding~~ and hold a pupil personnel services certificate.



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SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS. The following words and phrases used in this chapter are defined as follows:

- (22) "Student success indicators" means measurable indicators of student achievement or growth, other than academic, within a predefined interval of time for a specified group of students. Measures and targets shall be chosen at the district or school level in collaboration with the pupil service staff member impacted by the measures and applicable district staff. Student success indicators include:
- (a) Quantifiable goals stated in a student's 504 plan or individualized education plan.
 - (b) Quantifiable goals stated in a student's behavior improvement plan.
 - (c) School or district identified measurable student objectives for a specified student group or population.



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SECTION 2. That Section 33-1004A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004A. EXPERIENCE AND EDUCATION MULTIPLIER. (1) Each ~~pupil service and~~ administrative staff position shall be assigned an appropriate multiplier based upon the following table:

EXPERIENCE AND EDUCATION

Years	BA	BA + 12	BA + 24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 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

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SECTION 2. That Section 33-1004A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004A. EXPERIENCE AND EDUCATION MULTIPLIER.

(2) In determining the experience factor, the actual years of certificated service ~~for~~ as pupil personnel services staff, ~~or~~ teaching and administrative service for administrator certificate holders in a public school, in an accredited private or parochial school, or beginning in the 2005-06 school year and thereafter in an accredited college or university shall be credited.

~~(5) Notwithstanding any other law to the contrary, on and after July 1, 2016, pupil service staff shall be deemed instructional staff for purposes of sections 33-1004B and 33-1004I, Idaho Code.~~



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Career Ladder

SECTION 3. 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.](#)



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(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 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 education index as applied in fiscal year 2016. For such pupil service 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 previous year's performance for the applicable number of years.



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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



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BASE SALARY \$24,055 MINIMUM SALARY \$32,703

2015-2016 Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703
1	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703
2	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703
3	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$33,506
4	\$32,703	\$32,703	\$32,703	\$32,703	\$32,703	\$33,506	\$34,762
5	\$32,703	\$32,703	\$32,703	\$32,703	\$33,506	\$34,762	\$36,066
6	\$32,703	\$32,703	\$32,703	\$33,506	\$34,762	\$36,066	\$37,418
7	\$32,703	\$32,703	\$33,506	\$34,762	\$36,066	\$37,418	\$38,820
8	\$32,703	\$33,506	\$34,762	\$36,066	\$37,418	\$38,820	\$40,275
9	\$33,506	\$34,762	\$36,066	\$37,418	\$38,820	\$40,275	\$41,786
10	\$33,506	\$36,066	\$37,418	\$38,820	\$40,275	\$41,786	\$43,352
11	\$33,506	\$36,066	\$37,418	\$38,820	\$41,786	\$43,352	\$44,978
12	\$33,506	\$36,066	\$37,418	\$38,820	\$41,786	\$44,978	\$46,664
13 or more	\$33,506	\$36,066	\$37,418	\$38,820	\$41,786	\$44,978	\$48,413



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2016-2017 Career Ladder Placement	2015-2016 Index	2015-2016 Salary Apportionment	2016-2017 Career Ladder Base Allocation
Res/Prof 1	NA	NA	\$33,400
Res/Prof 2	1.00000 to 1.34260	\$32,703	\$34,250
Res/Prof 3	1.39290	\$33,506	\$35,117
Prof 1	1.44510	\$34,762	\$37,249
Prof 2	1.49930	\$36,066	\$38,758
Prof 3	1.55550	\$37,418	\$39,546
Prof 4	1.61380	\$38,820	\$41,113
Prof 5	1.67430	\$40,275	\$41,961
Prof 6	1.73710	\$41,786	\$43,591
Prof 7	1.80220	\$43,352	\$44,503
Prof 8	1.86980	\$44,978	\$46,201
Prof 9	1.93990	\$46,664	\$47,183
Prof 10	2.01260	\$48,413	\$48,202

Res/Prof 1 for first year Instructional staff beginning in 2016-2017



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(a~~3~~) 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.

(b~~4~~) Instructional staff new to teaching in Idaho and pupil service staff new to working in an Idaho public school district or charter school 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 for instructional staff and 2016 for pupil service staff.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~6~~5) 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 [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 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. [All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education.](#) 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.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~6~~5) ...Additional allocations are:

- ~~(i) Effective July 1, 2015, through June 30, 2016, the education allocation shall be:~~
- ~~1. For instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, four hundred dollars (\$400) per fiscal year.~~
 - ~~2. For instructional staff holding a professional endorsement and a master degree, seven hundred dollars (\$700) per fiscal year.~~



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~e~~5) ...Additional allocations are:

(~~ii~~a) Effective July 1, 2016, through June 30, 2017, the education allocation shall be:

~~4.~~(i) For instructional staff [and pupil service staff](#) holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, eight hundred dollars (\$800) per fiscal year.

~~2.~~(ii) For instructional staff [and pupil service staff](#) holding a professional endorsement and a master degree, one thousand four hundred dollars (\$1,400) per fiscal year.

(~~iii~~b) Effective July 1, 2017, through June 30, 2018, the education allocation shall be:

~~4.~~(i) For instructional staff [and pupil service staff](#) holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, one thousand two hundred dollars (\$1,200) per fiscal year.

~~2.~~(ii) For instructional staff [and pupil service staff](#) holding a professional endorsement and a master degree, two thousand one hundred dollars (\$2,100) per fiscal year.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

~~(e)~~5) ...Additional allocations are:

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

~~4.~~(i) For instructional staff [and pupil service staff](#) holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, one thousand six hundred dollars (\$1,600) per fiscal year.

~~2.~~(ii) For instructional staff [and pupil service staff](#) holding a professional endorsement and a master degree, two thousand eight hundred dollars (\$2,800) per fiscal year.

~~(v)~~d) Effective July 1, 2019, through June 30, 2020, the education allocation shall be:

~~4.~~(i) For instructional staff [and pupil service staff](#) holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.

~~2.~~(ii) For instructional staff [and pupil service staff](#) holding a professional endorsement and a master degree, three thousand five hundred dollars (\$3,500) per fiscal year.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~29~~) Effective July 1, 2018, through June 30, 2019, school districts shall receive an allocation for instructional staff and pupil service staff based on the ~~instructional~~ staffs' position on the career ladder.

- (a) 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.
- (b) Instructional staff and pupil service 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 and pupil service 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.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~311~~) Effective July 1, 2019, through June 30, 2020, school districts shall receive an allocation for instructional staff and pupil service staff based on the ~~instructional~~ staffs' position on the career ladder as follows:

- (a) 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.
- (b) Instructional staff and pupil service 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 and pupil service 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.



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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(~~413~~) 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 ~~department~~ 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 evaluation 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 ~~appoint persons~~ 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 ~~department~~ 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.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER.

(14) School districts shall submit annually to the state the data necessary to determine whether an instructional staff or pupil service staff member has met the performance criteria for the applicable compensation rung and implementation year. The department of education shall calculate annually whether instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous years that are applicable to the performance criteria for that year. 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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SECTION 5. That Section 33-1004C, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004C. BASE AND MINIMUM SALARIES -- LEADERSHIP PREMIUMS -- EDUCATION AND EXPERIENCE INDEX. (1) The following shall be reviewed annually by the legislature:

- (a) The base salary figures pursuant to subsections ~~(1), (2), (3) and~~ (4) and (5) of section 33-1004E, Idaho Code;
 - (b) The minimum instructional and pupil service staff salary figure pursuant to subsections (1) and (3) of section 33-1004E, Idaho Code; and
 - (c) The leadership premium figures pursuant to subsections (1) and (2) of section 33-1004J, Idaho Code.
- (2) The statewide education and experience index (or state average index, or state index) is the average of all qualifying employees, instructional and administrative respectively. It is determined by totaling the index value for all qualifying employees and dividing by the number of employees.



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SECTION 6. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(2) If an instructional staff member has been certified by the national board for professional teaching standards, the staff member shall receive two thousand dollars (\$2,000) per year for five (5) years from the year in which national board certification was earned. The district staff allotment shall be increased by two thousand dollars (\$2,000) for each national board certified instructional staff ~~person and pupil service staff~~ member who earned national board certification; provided however, that no such awards shall be paid for the period July 1, 2010, through June 30, 2011, nor shall any liabilities accrue or payments be made pursuant to this section in the future to any individuals who would have otherwise qualified for a payment during this stated time period. The resulting amount is the district's salary-based apportionment for instructional staff ~~and pupil service staff~~. For purposes of this section, teachers qualifying for the salary increase shall be those who have been recognized as national board certified teachers as of July 1 of each year.



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SECTION 6. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(23) To determine the apportionment for pupil service staff, first determine the district average experience and education index by placing all eligible district certificated pupil service employees on the statewide index pursuant to section 33-1004A, Idaho Code. The resulting average is the district index. The district pupil service staff index shall be multiplied by the instructional base salary of twenty-four thousand fifty-five dollars (\$24,055). If the district does not employ any pupil service staff, the district's pupil service average salary shall equal the district's instructional average salary for purposes of calculating pupil service salary-based apportionment. The amount so determined shall be multiplied by the district staff allowance for pupil service staff determined pursuant to section 33-1004(3), Idaho Code. The pupil service staff salary allocation shall be further increased by the amount necessary for each full-time equivalent pupil service staff member placed on the experience and education index to be allocated at least the minimum salary mandated by this section. Full-time pupil service staff salaries shall be determined from a salary schedule developed by each district and submitted to the state department of education. The resulting amount is the district's salary-based apportionment for pupil service staff. No full-time pupil service staff member shall be paid less than thirty-two thousand seven hundred three dollars (\$32,703).



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SECTION 6. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(~~34~~) To determine the apportionment for district administrative staff, first determine the district average experience and education index by placing all eligible certificated administrative employees on the statewide index provided in section 33-1004A, Idaho Code. The resulting average is the district index. ~~Districts with an index above the state average index shall receive their actual index but not more than the state average plus .03 for the school year 1994-95, and shall receive their actual index but not more than the state average index plus .06 for the 1995-96 school year, and thereafter shall receive their actual district index~~ If the district does not employ any administrative staff, the district administrative index shall equal the statewide average index for purposes of calculating administrative salary-based apportionment. The district administrative staff index shall be multiplied by the base salary of thirty-three thousand one hundred sixteen dollars (\$33,116). The amount so determined shall be multiplied by the district staff allowance for administrative staff determined as provided in section 33-1004(4), Idaho Code. The resulting amount is the district's salary-based apportionment for administrative staff.



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SECTION 6. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(~~4~~5) To determine the apportionment for classified staff, multiply nineteen thousand eight hundred twenty-six dollars (\$19,826) by the district classified staff allowance determined as provided in section 33-1004(~~5~~), Idaho Code. The amount so determined is the district's apportionment for classified staff.

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



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SECTION 7. That Section [33-1004E](#), Idaho Code, be, and the same is hereby [repealed](#).

SECTION 8. 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 [33-1004E](#), Idaho Code, and to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(3) To determine the apportionment for pupil service staff, take the amounts indicated on the career ladder table plus the amounts associated with the additional education allocation amounts pursuant to section 33-1004B, Idaho Code, and [calculate the weighted average](#).

No full-time pupil service staff member shall be paid less than the [minimum dollar amount on the career ladder residency compensation rung](#) pursuant to section 33-1004B, Idaho Code, for the applicable fiscal year.



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SECTION 9. That Section 33-1201A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY. (1) Any instructional staff employee ~~who is issued a certificate under section 33-1201, Idaho Code, on or after July 1, 2015,~~ or any pupil service staff will receive mentoring as outlined in such employee's individualized professional learning plan during the initial three (3) years of holding such certificate. Upon holding a certificate for three (3) years, any such instructional staff or pupil service staff employee may apply for an Idaho professional endorsement. To be eligible for an Idaho professional endorsement, the instructional staff or pupil service staff employee must:

- (a) Have held a certificate for at least three (3) years, or have completed a state board of education approved interim certificate of three (3) years or longer;
- (b) Show they met the professional compensation rung performance criteria for two (2) of the three (3) previous years or the third year;
- (c) Have a written recommendation from the employing school district; and
- (d) Have an annual individualized professional learning plan developed in conjunction with the employee's school district supervisor.



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SECTION 9. That Section 33-1201A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY.

(1) (cont.) Instructional staff employees may provide additional evidence demonstrating effective teaching that may be considered in exceptional cases for purposes of determining proficiency and student achievement in the event required standards for professional endorsement are not met. Pupil service staff employees may provide additional evidence demonstrating effective student achievement or success that may be considered in exceptional cases for purposes of determining proficiency and student achievement or success in the event required standards for professional endorsement are not met.



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SECTION 9. That Section 33-1201A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY.

(2) ~~An i~~nstructional staff employees who ~~has~~ have held a certificate that qualifies them to teach in the classroom for three (3) or more years prior to ~~the effective date of this act~~ July 1, 2015, or pupil service staff employees who have held a pupil personnel services certificate for three (3) or more years prior to July 1, 2016, shall automatically obtain an Idaho professional endorsement under this section.

(5) For the purposes of this section, "pupil service staff" means those who provide services to students but are not involved in direct instruction of those students, and who hold a certificate issued under section 33-1201, Idaho Code.



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SECTION 10. That Section 33-5215, Idaho Code, be, and the same is hereby amended to read as follows:

33-5215. PROFESSIONAL-TECHNICAL REGIONAL PUBLIC CHARTER SCHOOL.

(3) Funding for a professional-technical regional public charter school shall be the same as provided in section 33-5208, Idaho Code, except that:

(a) The salary-based apportionment for a professional-technical regional public charter school shall be the statewide average **index** for public charter schools.



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SECTION 11. That Section 33-515, Idaho Code, be, and the same is hereby amended to read as follows:

33-515. ISSUANCE OF RENEWABLE CONTRACTS. (1) During the third full year of continuous employment by the same school district, including any specially chartered district, each certificated employee named in subsection (2~~4~~5) of section 33-1001, Idaho Code, and each school nurse and school librarian shall be evaluated for a renewable contract and shall, upon having been offered a contract for the next ensuing year, and upon signing and timely returning a contract for a fourth full year, be placed on a renewable contract status with said school district entitling such individual to the right to automatic renewal of contract, subject to the provisions included in this chapter, provided that instructional staff who have not obtained a professional endorsement under section 33-1201A, Idaho Code, may not be placed on a renewable contract status provided however, if the career ladder pursuant to section 33-1004B, Idaho Code, is not funded, then a professional endorsement shall not be required.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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SECTION 12. An emergency existing therefor, which emergency is hereby declared to exist, the provisions of **Section 6 of this act shall be in full force and effect on and after passage and approval.** The provisions of **Section 4 of this act shall be in full force and effect on and after July 1, 2020.** **All other provisions of this act shall be in full force and effect on and after July 1, 2016.**



Salary and Benefit Apportionment

	FY 2017	FY 2016	% Chg
Staff Allowance Ratios			
Instructional	1.021	1.021	0.00%
Pupil Services	0.079	0.079	0.00%
Administrative	0.075	0.075	0.00%
Classified	0.375	0.375	0.00%
Base Salaries			
Instructional	NA	NA	NA
Pupil Services	NA	\$24,055	NA
Administrative	\$34,109	\$33,116	3.00%
Classified	\$20,421	\$19,826	3.00%
Instructional Minimum Salary	\$33,400	\$32,700	2.14%
Pupil Service Minimum Salary	\$33,400	\$32,703	2.13%
Instructional / Pupil Services Use-it-or-Lose-it Flexibility ^{1,2}	9.5% - 7.5%	9.5% - 8.5%	NA
Instructional Allowance used for Virtual Education	15%	15%	0.00%
State-paid Employee Benefits (PERSI, FICA)	18.97%	18.97%	0.00%

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

² School districts with an average class size of at least one greater than the statewide average class size will be reduced by 1%.



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