

STATEMENT OF PURPOSE

RS24063C1

Amends existing law to move Pupil Service Staff onto the Career Ladder and make technical corrections to the existing requirements. These amendments include the establishment of student outcome- based criteria, in addition to the existing student achievement criteria that are applicable to the work that Pupil Service Staff perform in supporting students. The addition of these criteria will allow Pupil Service Staff to move on the Career Ladder based on quantifiable student outcomes, the same as Instructional Staff. Technical corrections include:

- removing a reference to instructional staff which was left in a previous section of code and is no longer consistent with the use of the term,
- specifying that performance criteria data must be submitted annually for the determination of movement on the Career Ladder,
- adding clarification to the credit requirements for determining the additional educational allotment during implementation, to make it consistent with the language in the same section which takes effect at full implementation, and
- clarifying that identifiable performance evaluation ratings are exempt from public disclosure pursuant to Section 74-106, Idaho Code.

Additional language has been added to allow for the calculation of the salary based apportionment for Pupil Service Staff and Administrative Staff, when the district does not employ these individuals, but contracts for services pursuant to Section 33-1004(6), Idaho Code, and amends the administrator evaluation review process to engage the Idaho teacher preparation programs to assist in assuring the fidelity of the evaluations with the statewide framework.

FISCAL NOTE

The fiscal impact of moving the Pupil Service Staff onto the Career Ladders is based on previous years FTE and salaries, and the cohort in which these individuals will be placed. It is estimated for the remaining four (4) years of the career ladder implementation the year- over- year increase to the salary apportionment (base + benefits) due to the addition of the Pupil Service Staff would be as follows: FY17 \$1,955,500, FY18 \$2,024,500, and an ongoing projected growth rate of 3.52% in subsequent years.

In FY16 \$300,000 was appropriated to the base public schools support program budget,. The transfer of the evaluation responsibilities would necessitate a reduction in the public schools support program of those funds, as well as any subsequent funding designated for this purpose, and a corresponding appropriation to the Office of the State Board of Education, resulting in no net increase.

Contact:

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