

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 630

BY EDUCATION COMMITTEE

AN ACT

1 RELATING TO EDUCATION; AMENDING SECTION 33-1004B, IDAHO CODE, TO PROVIDE AN
2 ADDITIONAL ALLOCATION AMOUNT FOR CERTAIN CAREER TECHNICAL EDUCATION
3 INSTRUCTIONAL STAFF AND TO MAKE A TECHNICAL CORRECTION; AND AMENDING
4 SECTION 33-1004B, IDAHO CODE, AS AMENDED BY SECTION 6, CHAPTER 229, LAWS
5 OF 2015, TO PROVIDE AN ADDITIONAL ALLOCATION AMOUNT FOR CERTAIN CAREER
6 TECHNICAL EDUCATION INSTRUCTIONAL STAFF; AND PROVIDING AN EFFECTIVE
7 DATE.
8

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

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

12 33-1004B. CAREER LADDER. (1) Effective July 1, 2015, all existing in-
13 structional staff shall be placed in a cohort on the career ladder starting
14 with the second cell on the residency/professional compensation rung that
15 corresponds with the next higher allocation amount than is currently re-
16 ceived by the district, based on the experience and education index pursuant
17 to section 33-1004A, Idaho Code, as applied in fiscal year 2015. For each
18 year between July 1, 2015, and June 30, 2019, those instructional staff will
19 move one (1) cell on the career ladder for each year they are employed by a
20 district and meet the applicable performance criteria for the compensation
21 rung and implementation year, unless such movement would result in the dis-
22 trict receiving a lesser allocation than the district would have received if
23 the instructional staff would have moved based on the experience and educa-
24 tion index as applied in fiscal year 2015, for such instructional staff the
25 district salary apportionment calculation shall use the amount that would
26 have been applied based on the experience and education index.

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

33 (b) Instructional staff new to teaching in Idaho who hold a certificate
34 from a state other than Idaho and who are approved to teach in Idaho will
35 be placed into the cohort of instructional staff on the career ladder
36 table equivalent to their experience and education pursuant to section
37 33-1004A, Idaho Code, as applied in fiscal year 2015.

38 (c) In addition to the allocation amount specified for the applicable
39 cell on the career ladder, school districts shall receive an additional
40 allocation amount for career technical education instructional staff
41 holding an occupational specialist certificate in the area for which
42 they are teaching in the amount of three thousand dollars (\$3,000).

1 (d) In addition to the allocation amount specified for the appli-
2 cable cell on the career ladder, school districts shall receive an
3 additional allocation amount for instructional staff holding a profes-
4 sional endorsement who have acquired additional education and meet the
5 professional compensation rung performance criteria. In determining
6 the additional education allocation amount, only credits and degrees
7 earned based upon a transcript on file with the teacher certification
8 office of the state department of education, earned at an institution
9 of higher education accredited by a body recognized by the state board
10 of education or credits earned through an internship or other work ex-
11 perience approved by the state board of education, shall be credited
12 toward the education allocation. Education allocation amounts are not
13 cumulative. Instructional staff whose initial certificate is an occu-
14 pational specialist certificate shall be treated as BA degree prepared
15 instructional staff. Credits earned by such occupational specialist
16 instructional staff after initial certification shall be credited to-
17 ward the education allocation. Additional allocations are:

18 (i) Effective July 1, 2015, through June 30, 2016, the education
19 allocation shall be:

20 1. For instructional staff holding a professional endorse-
21 ment and a baccalaureate degree and twenty-four (24) or more
22 credits, four hundred dollars (\$400) per fiscal year.

23 2. For instructional staff holding a professional endorse-
24 ment and a master degree, seven hundred dollars (\$700) per
25 fiscal year.

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

28 1. For instructional staff holding a professional endorse-
29 ment and a baccalaureate degree and twenty-four (24) or more
30 credits, eight hundred dollars (\$800) per fiscal year.

31 2. For instructional staff holding a professional endorse-
32 ment and a master degree, one thousand four hundred dollars
33 (\$1,400) per fiscal year.

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

36 1. For instructional staff holding a professional endorse-
37 ment and a baccalaureate degree and twenty-four (24) or more
38 credits, one thousand two hundred dollars (\$1,200) per fis-
39 cal year.

40 2. For instructional staff holding a professional endorse-
41 ment and a master degree, two thousand one hundred dollars
42 (\$2,100) per fiscal year.

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

45 1. For instructional staff holding a professional endorse-
46 ment and a baccalaureate degree and twenty-four (24) or more
47 credits, one thousand six hundred dollars (\$1,600) per fis-
48 cal year.

1 2. For instructional staff holding a professional endorse-
 2 ment and a master degree, two thousand eight hundred dollars
 3 (\$2,800) per fiscal year.

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

6 1. For instructional staff holding a professional endorse-
 7 ment and a baccalaureate degree and twenty-four (24) or more
 8 credits, two thousand dollars (\$2,000) per fiscal year.

9 2. For instructional staff holding a professional en-
 10 dorsement and a master degree, three thousand five hundred
 11 dollars (\$3,500) per fiscal year.

12 (~~e~~) Effective July 1, 2015, through June 30, 2016, the allocation
 13 shall be:

14 Base

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

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

21 Base

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

26 (~~g~~) Effective July 1, 2017, through June 30, 2018, the allocation
 27 shall be:

28 Base

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

1 (2) Effective July 1, 2018, through June 30, 2019, school districts
2 shall receive an allocation for instructional staff based on the instruc-
3 tional staffs' position on the career ladder.

4 (a) Instructional staff in their first year of holding a professional
5 endorsement shall be placed in the first cell of the professional com-
6 pensation rung.

7 (b) Instructional staff previously placed within a cohort shall con-
8 tinue to move one (1) cell on the applicable rung with their cohort un-
9 less they have failed to meet the compensation rung performance crite-
10 ria for the previous three (3) years. Allocations to districts for in-
11 structional staff who have failed to meet the professional compensation
12 rung performance criteria for the previous three (3) years shall be the
13 same as the previous fiscal year. This also applies to the educational
14 allocation.

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

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

21 (3) Effective July 1, 2019, through June 30, 2020, school districts
22 shall receive an allocation for instructional staff based on the instruc-
23 tional staffs' position on the career ladder as follows:

24 (a) Instructional staff in their first year of holding a professional
25 endorsement shall be placed in the first cell of the professional com-
26 pensation rung.

27 (b) Instructional staff previously placed within a cohort shall con-
28 tinue to move one (1) cell on the applicable rung with their cohort
29 unless they have failed to meet the professional compensation rung
30 performance criteria for three (3) of the previous four (4) years. Al-
31 locations to districts for instructional staff who have failed to meet
32 the professional compensation rung performance criteria for three (3)
33 of the previous four (4) years shall be the same as the previous fiscal
34 year. This also applies to the educational allocation.

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

37	Base										
38	Allocation	1	2	3	4	5	6	7	8	9	10
39	Residency	\$37,000	\$38,000	\$39,000							
40	Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000					

41 (4) A review of a sample of evaluations completed by administrators
42 shall be conducted annually to verify such evaluations are being conducted
43 with fidelity to the state framework for teaching evaluation. The state
44 department of education shall randomly select a sample of administrators
45 throughout the state. A portion of such administrators' instructional staff

1 employee evaluations shall be independently reviewed. The state department
2 of education shall appoint persons to conduct the reviews. Administrator
3 certificate holders shall be required to participate in ongoing evaluation
4 training pursuant to section 33-1204, Idaho Code. The state department of
5 education shall report annually the findings of such reviews to the senate
6 education committee, the house of representatives education committee,
7 the state board of education and the deans of Idaho's approved teacher
8 preparation programs. The state board of education shall promulgate rules
9 implementing the provisions of this subsection.

10 SECTION 2. That Section 33-1004B, Idaho Code, as amended by Section 6,
11 Chapter 229, Laws of 2015, be, and the same is hereby amended to read as fol-
12 lows:

13 33-1004B. CAREER LADDER. School districts shall receive an allocation
14 for instructional staff based on their instructional staffs' position on the
15 career ladder as follows:

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

22 (2) Instructional staff in their first year of holding a professional
23 endorsement shall be placed in the first cell of the professional compensa-
24 tion rung.

25 (3) Instructional staff on the professional compensation rung with
26 four (4) years of experience shall move one (1) cell on the professional
27 compensation rung unless they have failed to meet the professional com-
28 pensation rung performance criteria for three (3) of the previous four (4)
29 years. Instructional staff on the professional compensation rung who meet
30 the performance criteria for three (3) of the previous five (5) years, one
31 (1) of which must be during the fourth or fifth year, shall move one (1)
32 cell. Allocations for instructional staff who do not meet the professional
33 compensation rung performance criteria for three (3) of the previous five
34 (5) years, one (1) of which must be during the fourth or fifth year, shall
35 remain at the previous fiscal year allocation level. This also applies to
36 the educational allocation.

37 (4) In addition to the allocation amount specified for the applicable
38 cell on the career ladder, school districts shall receive an additional al-
39 location amount for career technical education instructional staff holding
40 an occupational specialist certificate in the area for which they are teach-
41 ing in the amount of three thousand dollars (\$3,000).

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

18 (a) For instructional staff holding a professional endorsement, a bac-
19 calaureate degree and twenty-four (24) or more credits, two thousand
20 dollars (\$2,000) per fiscal year.

21 (b) For instructional staff holding a professional endorsement and a
22 master degree, three thousand five hundred dollars (\$3,500) per fiscal
23 year.

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

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

1 (56) A review of a sample of evaluations completed by administrators
2 shall be conducted annually to verify such evaluations are being conducted
3 with fidelity to the state framework for teaching evaluation. The state
4 department of education shall randomly select a sample of administrators
5 throughout the state. A portion of such administrators' instructional staff
6 employee evaluations shall be independently reviewed. The state department
7 of education shall appoint persons to conduct the reviews. Administrator
8 certificate holders shall be required to participate in ongoing evaluation
9 training pursuant to section 33-1204, Idaho Code. The state department of
10 education shall report annually the findings of such reviews to the senate
11 education committee, the house of representatives education committee,
12 the state board of education and the deans of Idaho's approved teacher
13 preparation programs. The state board of education shall promulgate rules
14 implementing the provisions of this subsection.

15 SECTION 3. The provisions of Section 2 of this act shall be in full force
16 and effect on and after July 1, 2020.