

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 523

BY EDUCATION COMMITTEE

AN ACT

RELATING TO EDUCATION; AMENDING SECTION 33-1001, IDAHO CODE, TO DEFINE A TERM AND TO REVISE DEFINITIONS; AMENDING SECTION 33-1004B, IDAHO CODE, AS AMENDED BY SECTION 2, CHAPTER 132, LAWS OF 2019, TO PROVIDE FOR AN ADVANCED PROFESSIONAL COMPENSATION RUNG ON THE CAREER LADDER, TO PROVIDE FOR CERTAIN ALLOCATIONS, TO PROVIDE FOR AN ADJUSTMENT, AND TO REVISE PROVISIONS REGARDING EVALUATIONS; AMENDING SECTION 33-1004C, IDAHO CODE, TO REVISE PROVISIONS REGARDING BASE AND MINIMUM SALARIES; AMENDING SECTION 33-1004E, IDAHO CODE, TO PROVIDE THAT CERTAIN STAFF SHALL NOT BE PAID LESS THAN A MINIMUM DOLLAR AMOUNT; AND AMENDING SECTION 33-1201A, IDAHO CODE, TO PROVIDE FOR AN ADVANCED PROFESSIONAL ENDORSEMENT, TO PROVIDE ELIGIBILITY FOR ENDORSEMENTS, AND TO DEFINE TERMS.

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

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

33-1001. DEFINITIONS. As used in this chapter:

(1) "Administrative schools" means and applies to all elementary schools and kindergartens within a district that are situated ten (10) miles or less from both the other elementary schools and the principal administrative office of the district and all secondary schools within a district that are situated fifteen (15) miles or less from other secondary schools of the district.

(2) "Administrative staff" means those who hold an administrator certificate and are employed as a superintendent, an elementary or secondary school principal, or are assigned administrative duties over and above those commonly assigned to teachers.

(3) "At-risk student" means a student in grades 6 through 12 who:

(a) Meets at least three (3) of the following criteria:

(i) Has repeated at least one (1) grade;

(ii) Has absenteeism greater than ten percent (10%) during the preceding semester;

(iii) Has an overall grade point average less than 1.5 on a 4.0 scale prior to enrolling in an alternative secondary program;

(iv) Has failed one (1) or more academic subjects in the past year;

(v) Is below proficient, based on local criteria, standardized tests, or both;

(vi) Is two (2) or more credits per year behind the rate required to graduate or for grade promotion; or

(vii) Has attended three (3) or more schools within the previous two (2) years, not including dual enrollment; or

(b) Meets any of the following criteria:

- 1 (i) Has documented substance abuse or a pattern of substance
2 abuse;
- 3 (ii) Is pregnant or a parent;
- 4 (iii) Is an emancipated youth or unaccompanied youth;
- 5 (iv) Is a previous dropout;
- 6 (v) Has a serious personal, emotional, or medical issue or is-
7 sues;
- 8 (vi) Has a court or agency referral; or
- 9 (vii) Demonstrates behavior detrimental to the student's academic
10 progress.
- 11 (4) "Average daily attendance" or "pupils in average daily attendance"
12 means the aggregate number of days enrolled students are present, divided by
13 the number of days of school in the reporting period; provided, however, that
14 students for whom no Idaho school district is a home district shall not be
15 considered in such computation.
- 16 (5) "Career ladder" means the compensation table used for determining
17 the allocations districts receive for instructional staff and pupil service
18 staff based on specific performance criteria and is made up of a residency
19 compensation rung and a professional compensation rung.
- 20 (6) "Child with a disability" means a child evaluated as having an in-
21 tellectual disability, a hearing impairment including deafness, a speech or
22 language impairment, a visual impairment including blindness, an emotional
23 behavioral disorder, an orthopedic impairment, autism, a traumatic brain
24 injury, another health impairment, a specific learning disability, deaf-
25 blindness, or multiple disabilities, and who, by reason thereof, needs spe-
26 cial education and related services.
- 27 (7) "Compensation rung" means the rung on the career ladder that corre-
28 sponds with the compensation level performance criteria.
- 29 (8) "Economically disadvantaged student" means a student who:
- 30 (a) Is eligible for a free or reduced-price lunch under the Richard B.
31 Russell national school lunch act, 42 U.S.C. 1751 et seq., excluding
32 students who are only eligible through a school's community eligibility
33 program;
- 34 (b) Resides with a family receiving assistance under the program of
35 block grants to states for temporary assistance for needy families
36 (TANF) established under part A of title IV of the social security act,
37 42 U.S.C. 601 et seq.;
- 38 (c) Is eligible to receive medical assistance under the medicaid pro-
39 gram under title XIX of the social security act, 42 U.S.C. 1396 et seq.;
- 40 or
- 41 (d) Is considered homeless for purposes of the federal McKinney-Vento
42 homeless assistance act, 42 U.S.C. 11301 et seq.
- 43 (9) "Elementary grades" or "elementary average daily attendance" means
44 and applies to students enrolled in grades 1 through 6 inclusive, or any com-
45 bination thereof.
- 46 (10) "Elementary schools" are schools that serve grades 1 through 6 in-
47 clusive, or any combination thereof.
- 48 (11) "Elementary/secondary schools" are schools that serve grades 1
49 through 12 inclusive, or any combination thereof.

1 (12) "English language learner" or "ELL" means a student who does not
2 score proficient on the English language development assessment established
3 by rule of the state board of education.

4 (13) "Gifted and talented" shall have the same meaning as provided in
5 section 33-2001(4), Idaho Code.

6 (14) "Homebound student" means any student who would normally and reg-
7 ularly attend school, but is confined to home or hospital because of an ill-
8 ness or accident for a period of ten (10) or more consecutive days.

9 (15) "Instructional staff" means those who hold an Idaho certificate
10 issued under section 33-1201, Idaho Code, and who are either involved in the
11 direct instruction of a student or group of students or who serve in a mentor
12 or teacher leader position for individuals who hold an Idaho certificate
13 issued under section 33-1201, Idaho Code.

14 (16) "Kindergarten" or "kindergarten average daily attendance" means
15 and applies to all students enrolled in a school year, less than a school
16 year, or summer kindergarten program.

17 (17) "Local salary schedule" means a compensation table adopted by a
18 school district or public charter school, which table is used for determin-
19 ing moneys to be distributed for instructional staff and pupil service staff
20 salaries. Minimum compensation provided under a local salary schedule shall
21 be at least equal to thirty-eight thousand five hundred dollars (\$38,500)
22 or, for staff holding a professional endorsement, forty-two thousand five
23 hundred dollars (\$42,500).

24 (18) "Measurable student achievement" means the measurement of student
25 academic achievement or growth within a given interval of instruction for
26 those students who have been enrolled in and attended eighty percent (80%)
27 of the interval of instruction. Measures and targets shall be chosen at the
28 ~~district level or~~ school level in collaboration with the staff member im-
29 pacted by the measures and applicable district staff and approved at the dis-
30 trict level. The most effective measures and targets are those generated as
31 close to the actual work as possible. Targets may be based on grade- or de-
32 partment-level achievement or growth goals that create collaboration within
33 groups. Assessment tools that may be used for measuring student achievement
34 and growth include:

- 35 (a) Idaho standards achievement test;
- 36 (b) Student learning objectives;
- 37 (c) Formative assessments;
- 38 (d) Teacher-constructed assessments of student growth;
- 39 (e) Pre- and post-tests;
- 40 (f) Performance-based assessments;
- 41 (g) Idaho reading indicator;
- 42 (h) College entrance exams or preliminary college entrance exams such
- 43 as PSAT, SAT and ACT;
- 44 (i) District-adopted assessment;
- 45 (j) End-of-course exams;
- 46 (k) Advanced placement exams; and
- 47 (l) Career technical exams.

48 (19) "Performance criteria" means the standards specified for instruc-
49 tional staff and pupil service staff to demonstrate teaching proficiency
50 for a given compensation rung. Each element of the performance criteria, as

1 identified in ~~subsection (14)~~ of this section and as applicable to a staff
 2 member's position, shall be reported for determining movement on the career
 3 ladder.

4 (20) (a) "Professional compensation rung performance criteria" means:

5 (a) An overall rating of proficient or higher, and no components
 6 rated as unsatisfactory on the state framework for teaching evalu-
 7 ation; and

8 (b) Demonstrating the majority of their students have met their
 9 measurable student achievement targets or student success indica-
 10 tor targets.

11 (b) "Advanced professional compensation rung performance criteria"
 12 means:

13 (i) An overall rating of proficient or higher, no components
 14 rated as unsatisfactory or basic, and rated as distinguished
 15 overall in domain two -- classroom environment, or domain three
 16 -- instruction and use of assessment, on the state framework for
 17 teaching evaluation or equivalent for pupil service staff; and

18 (ii) Demonstrating seventy-five percent (75%) or more of their
 19 students have met their measurable student achievement targets or
 20 student success indicator targets.

21 (21) "Public school district" or "school district" or "district" means
 22 any public school district organized under the laws of this state, including
 23 specially chartered school districts.

24 (22) "Pupil service staff" means those who provide services to students
 25 but are not involved in direct instruction of those students, and hold a
 26 pupil personnel services certificate.

27 (23) "Secondary grades" or "secondary average daily attendance" means
 28 and applies to students enrolled in grades 7 through 12 inclusive, or any
 29 combination thereof.

30 (24) "Secondary schools" are schools that serve grades 7 through 12 in-
 31 clusive, or any combination thereof.

32 (25) "Separate elementary school" means an elementary school located
 33 more than ten (10) miles on an all-weather road from both the nearest elemen-
 34 tary school and elementary/secondary school serving like grades within the
 35 same school district and from the location of the office of the superinten-
 36 dent of schools of such district, or from the office of the chief administra-
 37 tive officer of such district if the district employs no superintendent of
 38 schools.

39 (26) "Separate kindergarten" means a kindergarten located more than ten
 40 (10) miles on an all-weather road from both the nearest kindergarten school
 41 within the same school district and from the location of the office of the su-
 42 perintendent of schools of such district, or from the office of the chief ad-
 43 ministrative officer of such district if the district employs no superinten-
 44 dent of schools.

45 (27) "Separate secondary school" means any secondary school located
 46 more than fifteen (15) miles on an all-weather road from any other secondary
 47 school and elementary/secondary school serving like grades operated by the
 48 district.

49 (28) "Special education" means specially designed instruction or
 50 speech/language therapy at no cost to the parent to meet the unique needs

1 of a student who is a child with a disability, including instruction in the
 2 classroom, the home, hospitals, institutions, and other settings; instruc-
 3 tion in physical education; speech therapy and language therapy; transition
 4 services; travel training; assistive technology services; and vocational
 5 education.

6 (29) "Student success indicators" means measurable indicators of stu-
 7 dent achievement or growth, other than academic, within a predefined inter-
 8 val of time for a specified group of students. Measures and targets shall be
 9 chosen at the district or school level in collaboration with the pupil ser-
 10 vice staff member impacted by the measures and applicable district staff.
 11 Student success indicators include:

12 (a) Quantifiable goals stated in a student's 504 plan or individualized
 13 education plan.

14 (b) Quantifiable goals stated in a student's behavior improvement
 15 plan.

16 (c) School or district identified measurable student objectives for a
 17 specified student group or population.

18 (30) "Support program" means the educational support program as de-
 19 scribed in section 33-1002, Idaho Code, the transportation support program
 20 described in section 33-1006, Idaho Code, and the exceptional education
 21 support program as described in section 33-1007, Idaho Code.

22 (31) "Support unit" means a function of average daily attendance used
 23 in the calculations to determine financial support provided to the public
 24 school districts.

25 (32) "Teacher" means any person employed in a teaching, instructional,
 26 supervisory, educational administrative or educational and scientific ca-
 27 pacity in any school district. In case of doubt, the state board of educa-
 28 tion shall determine whether any person employed requires certification as a
 29 teacher.

30 SECTION 2. That Section 33-1004B, Idaho Code, as amended by Section 2,
 31 Chapter 132, Laws of 2019, be, and the same is hereby amended to read as fol-
 32 lows:

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

36 (1) Instructional staff and pupil service staff who are in their first
 37 year of holding a certificate shall be placed in the first cell of the resi-
 38 dency compensation rung and shall move one (1) cell on the residency compen-
 39 sation rung for each year they hold a certificate thereafter for up to three
 40 (3) years, at which point they will remain in the third cell of the residency
 41 rung until they earn a professional endorsement.

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

45 (3) Instructional staff and pupil service staff on the professional
 46 compensation rung with four (4) years of experience shall move one (1) cell
 47 on the professional compensation rung unless they have failed to meet the
 48 professional compensation rung performance criteria for three (3) of the
 49 previous four (4) years. Instructional staff and pupil service staff on the

1 professional compensation rung who meet the performance criteria for three
 2 (3) of the previous five (5) years, one (1) of which must be during the fourth
 3 or fifth year, shall move one (1) cell. Allocations for instructional staff
 4 and pupil service staff who do not meet the professional compensation rung
 5 performance criteria for three (3) of the previous five (5) years, one (1) of
 6 which must be during the fourth or fifth year, shall remain at the previous
 7 fiscal year allocation level. This also applies to the educational alloca-
 8 tion.

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

12 (5) Instructional staff and pupil service staff on the advanced profes-
 13 sional compensation rung who met the performance criteria for the advanced
 14 professional rung in the previous year shall move one (1) cell on the ad-
 15 vanced professional compensation rung. Allocations for instructional staff
 16 and pupil service staff who do not meet the advanced professional compensa-
 17 tion rung performance criteria shall remain at the previous fiscal year al-
 18 location level. This also applies to the additional education allocation.

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

24 (57) In addition to the allocation amount specified for the applica-
 25 ble cell on the career ladder, school districts shall receive an additional
 26 allocation amount for instructional staff and pupil service staff holding
 27 a professional or an advanced professional endorsement who have acquired
 28 additional education and meet the professional or advanced professional
 29 compensation rung performance criteria. In determining the additional ed-
 30 ucation allocation amount, only transcribed credits and degrees on file
 31 with the teacher certification office of the state department of education,
 32 earned at an institution of higher education accredited by a body recognized
 33 by the state board of education or credits earned through an internship or
 34 work experience approved by the state board of education, shall be allowed.
 35 All credits and degrees earned must be in a relevant pedagogy or content area
 36 as determined by the state department of education. Additional education
 37 allocation amounts are not cumulative. Instructional staff whose initial
 38 certificate is an occupational specialist certificate shall be treated as BA
 39 degree-prepared instructional staff. Credits earned by such occupational
 40 specialist instructional staff after initial certification shall be cred-
 41 ited toward the education allocation. Additional education allocations
 42 are:

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

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

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

1	Base					
2	Allocation	1	2	3	4	5
3	Residency	\$40,000	\$40,500	\$41,000		
4	Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000
5	Advanced					
6	Professional	\$52,000				

7 (d) Effective July 1, 2021, the allocation shall be:

8	Base					
9	Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
10	Residency	\$40,369	\$40,990	\$41,611		
11	Professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370
12	Advanced					
13	Professional	\$52,734	\$53,207			

14 (e) Effective July 1, 2022, the allocation shall be:

15	Base					
16	Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
17	Residency	\$40,742	\$41,486	\$42,231		
18	Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
19	Advanced					
20	Professional	\$53,478	\$54,442	\$55,389		

21 (f) Effective July 1, 2023, the allocation shall be:

22	Base					
23	Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
24	Residency	\$41,118	\$41,988	\$42,860		
25	Professional	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
26	Advanced					
27	Professional	\$54,233	\$55,705	\$57,165	\$58,613	

28 (g) Effective July 1, 2024, the allocation shall be:

29	Base					
30	Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
31	Residency	\$41,500	\$42,500	\$43,500		
32	Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
33	Advanced					
34	Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

35 (8) Effective July 1, 2025, the educator salary-based apportionment
 36 program compensation rung cell amounts shall be adjusted by an amount equiv-
 37 alent to the salary-based apportionment adjustment for administrative and
 38 classified staff positions.

39 (69) A review of a sample of evaluations completed by administrators
 40 shall be conducted annually to verify such evaluations are being conducted
 41 with fidelity to the state framework for teaching evaluation, including each
 42 evaluation component domain and identification of which domain or domains
 43 the administrator is focusing on for the instructional staff or pupil ser-
 44 vice staff member being evaluated, as outlined in administrative rule and

1 ~~the rating given for each component.~~ The state board of education shall ran-
 2 domly select a sample of administrators throughout the state. A portion of
 3 such administrators' instructional staff and pupil service staff employee
 4 evaluations shall be independently reviewed. The ratio of instructional
 5 staff evaluations to pupil service staff evaluations shall be equal to the
 6 ratio of the statewide instructional staff salary allowance to pupil service
 7 staff salary allowance. The state board of education with input from the
 8 Idaho-approved teacher preparation programs and the state department of
 9 education shall identify individuals and a process to conduct the reviews.
 10 Administrator certificate holders shall be required to participate in on-
 11 going evaluation training pursuant to section 33-1204, Idaho Code. School
 12 districts and public charter schools found to have not conducted the eval-
 13 uations with fidelity to the state framework for teaching evaluation shall
 14 not be eligible to receive the leadership premium distribution pursuant to
 15 section 33-1002(2), Idaho Code. The state board of education shall report
 16 annually the findings of such reviews to the senate education committee, the
 17 house of representatives education committee, the state board of education
 18 and the deans of Idaho's approved teacher preparation programs. The state
 19 board of education shall promulgate rules implementing the provisions of
 20 this subsection.

21 (710) School districts shall submit annually to the state the data nec-
 22 essary to determine if an instructional staff or pupil service staff member
 23 has met the performance criteria for movement on the applicable compen-
 24 sation rung. The department of education shall calculate whether or not
 25 instructional staff and pupil service staff have met the compensation rung
 26 performance criteria based on the data submitted during the previous five
 27 (5) years. Individually identifiable performance evaluation ratings sub-
 28 mitted to the state remain part of the employee's personnel record and are
 29 exempt from public disclosure pursuant to section 74-106, Idaho Code.

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

32 33-1004C. BASE AND MINIMUM SALARIES -- LEADERSHIP PREMIUMS -- EDUCA-
 33 TION AND EXPERIENCE INDEX. (1) The following shall be reviewed annually by
 34 the legislature:

35 (a) The base salary figures pursuant to subsections (46) and (57) of
 36 section 33-1004E, Idaho Code;

37 (b) The minimum instructional and pupil service staff salary figure
 38 pursuant to subsections (1) ~~and~~ through (35) of section 33-1004E, Idaho
 39 Code; and

40 (c) The leadership premium figures pursuant to subsections (1) and (2)
 41 of section 33-1004J, Idaho Code.

42 (2) The statewide education and experience index (or state average in-
 43 dex, or state index) is the average of all qualifying employees, instruc-
 44 tional and administrative respectively. It is determined by totaling the
 45 index value for all qualifying employees and dividing by the number of em-
 46 ployees.

47 SECTION 4. That Section 33-1004E, Idaho Code, be, and the same is hereby
 48 amended to read as follows:

1 33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT. Each district shall
2 be entitled to a salary-based apportionment calculated as provided in this
3 section.

4 (1) To determine the apportionment for instructional staff, take
5 the amounts indicated on the career ladder table plus the amounts associ-
6 ated with the additional education allocation amounts pursuant to section
7 33-1004B, Idaho Code, and calculate the weighted average. The amount so
8 determined shall be multiplied by the district staff allowance for instruc-
9 tional staff determined as provided in section 33-1004(2), Idaho Code.
10 Full-time instructional staff salaries shall be determined from a salary
11 schedule developed by each district and submitted to the state department of
12 education. No full-time instructional staff member or pupil service staff
13 member on the residency compensation rung shall be paid less than the minimum
14 dollar amount on the career ladder residency compensation rung pursuant to
15 section 33-1004B, Idaho Code, for the applicable fiscal year.

16 (2) Effective July 1, 2022, no full-time instructional staff member
17 or pupil service staff member on the professional or advanced professional
18 compensation rung shall be paid less than the minimum dollar amount on the
19 career ladder professional compensation rung pursuant to section 33-1004B,
20 Idaho Code, for the applicable fiscal year.

21 (3) Effective July 1, 2025, no full-time instructional staff member or
22 pupil service staff member on the advanced professional compensation rung
23 shall be paid less than the minimum dollar amount on the advanced profes-
24 sional compensation rung pursuant to section 33-1004B, Idaho Code, for the
25 applicable fiscal year.

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

40 (35) To determine the apportionment for pupil service staff, take
41 the amounts indicated on the career ladder table plus the amounts associ-
42 ated with the additional education allocation amounts pursuant to section
43 33-1004B, Idaho Code, and calculate the weighted average. If the district
44 does not employ any pupil service staff, the district's pupil service staff
45 average salary shall equal the district's instructional staff average
46 salary for purposes of calculating pupil service salary-based apportion-
47 ment. The amount so determined shall be multiplied by the district staff al-
48 lowance for pupil service staff determined pursuant to section 33-1004(3),
49 Idaho Code. Full-time pupil service staff salaries shall be determined from
50 a salary schedule developed by each district and submitted to the state de-

1 partment of education. The resulting amount is the district's salary-based
 2 apportionment for pupil service staff. No full-time pupil service staff
 3 member shall be paid less than the minimum dollar amount on the career ladder
 4 residency compensation rung pursuant to section 33-1004B, Idaho Code, for
 5 the applicable fiscal year.

6 (46) To determine the apportionment for district administrative staff,
 7 first determine the district average experience and education index by plac-
 8 ing all eligible certificated administrative employees on the statewide
 9 index provided in section 33-1004A, Idaho Code. The resulting average is the
 10 district index. If the district does not employ any administrative staff,
 11 the district administrative index shall equal the statewide average index
 12 for purposes of calculating administrative salary-based apportionment. The
 13 district administrative staff index shall be multiplied by the base salary
 14 of thirty-seven thousand two hundred seventy-two dollars (\$37,272). The
 15 amount so determined shall be multiplied by the district staff allowance for
 16 administrative staff determined as provided in section 33-1004(4), Idaho
 17 Code. The resulting amount is the district's salary-based apportionment for
 18 administrative staff.

19 (57) To determine the apportionment for classified staff, multiply
 20 twenty-two thousand three hundred fifteen dollars (\$22,315) by the district
 21 classified staff allowance determined as provided in section 33-1004(5),
 22 Idaho Code. The amount so determined is the district's apportionment for
 23 classified staff.

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

28 SECTION 5. That Section 33-1201A, Idaho Code, be, and the same is hereby
 29 amended to read as follows:

30 33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY. (1) Any in-
 31 structional staff employee or any pupil service staff employee will receive
 32 mentoring as outlined in such employee's individualized professional learn-
 33 ing plan during the initial three (3) years of holding such certificate.
 34 Upon holding a certificate for three (3) years, any such instructional staff
 35 or pupil service staff employee may apply for an Idaho professional endorse-
 36 ment. Upon holding a professional endorsement for five (5) years or more,
 37 any such instructional staff or pupil service staff employee may apply for an
 38 Idaho advanced professional endorsement.

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

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

1 Instructional staff employees may provide additional evidence demonstrat-
2 ing effective teaching that may be considered in exceptional cases for
3 purposes of determining proficiency and student achievement in the event
4 required standards for professional endorsement are not met. Pupil service
5 staff employees may provide additional evidence demonstrating effective
6 student achievement or success that may be considered in exceptional cases
7 for purposes of determining proficiency and student achievement or success
8 in the event required standards for professional endorsement are not met.

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

11 (a) Have held a renewable certificate for at least eight (8) years or
12 more, or have completed a state board of education-approved interim
13 certificate of three (3) years or longer and held a renewable certifi-
14 cate for five (5) years or more;

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

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

21 (i) Instructional specialist or instructional coach;

22 (ii) Mentor;

23 (iii) Curriculum or assessment committee member;

24 (iv) Team or committee leadership position;

25 (v) Data coach; or

26 (vi) Other leadership positions identified by the school dis-
27 trict;

28 (d) Have a written recommendation from the employing school district;

29 (e) Have an annual individualized professional learning plan developed
30 in conjunction with the employee's supervisor and a self-evaluation;
31 and

32 (f) (i) Effective July 1, 2020, through June 30, 2021, show they
33 have met the advanced professional compensation rung performance
34 criteria for three (3) of the five (5) previous years or the fifth
35 year;

36 (ii) Effective July 1, 2021, through June 30, 2022, show they have
37 met the advanced professional compensation rung performance cri-
38 teria for three (3) of the five (5) previous years or the fourth and
39 fifth year; or

40 (iii) Effective July 1, 2022, show they have met the advanced pro-
41 fessional compensation rung performance criteria for three (3) of
42 the five (5) previous years.

43 Instructional staff employees may provide additional evidence demon-
44 strating effective teaching that may be considered in exceptional cases
45 for purposes of determining proficiency and student achievement in the
46 event required standards for the advanced professional endorsement are not
47 met. Pupil service staff employees may provide additional evidence demon-
48 strating effective student achievement or success that may be considered
49 in exceptional cases for purposes of determining proficiency and student

1 achievement or success in the event required standards for the advanced pro-
 2 fessional endorsement are not met.

3 ~~(24) Instructional staff employees who have held a certificate that~~
 4 ~~qualifies them to teach in the classroom for three (3) or more years prior~~
 5 ~~to July 1, 2015, or and pupil service staff employees who have held a pupil~~
 6 ~~personnel services certificate for three (3) or more years prior to July 1,~~
 7 ~~2016, shall automatically obtain an Idaho professional endorsement under~~
 8 ~~this section shall be eligible for the professional endorsement if they:~~

9 (a) Have a written recommendation from the employing school district;

10 (b) Have worked in a certificated position in a compact-member state
 11 pursuant to section 33-4101, Idaho Code; and

12 (c) Would have been eligible to work in a certificated position in an
 13 Idaho public school based on that certification for three (3) to eight
 14 (8) years.

15 (5) Instructional staff and pupil service staff shall be eligible for
 16 the advanced professional endorsement if they:

17 (a) Have a written recommendation from the employing school district;

18 (b) Have worked in a certificated position in a compact-member state
 19 pursuant to section 33-4101, Idaho Code; and

20 (c) Would have been eligible to work in a certificated position in an
 21 Idaho public school based on that certification for nine (9) years or
 22 more.

23 ~~(36) The state board of education shall promulgate rules implementing~~
 24 ~~the provisions of this section.~~

25 (7) For the purposes of this section:

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

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

39 ~~(4c) For the purposes of this section, "i"Instructional staff" means~~
 40 ~~those involved in the direct instruction of a student or group of stu-~~
 41 ~~dents and who hold a certificate issued under section 33-1201, Idaho~~
 42 ~~Code;~~

43 ~~(5d) For the purposes of this section, "p"Pupil service staff" means~~
 44 ~~those who provide services to students but are not involved in direct~~
 45 ~~instruction of those students, and who hold a certificate issued under~~
 46 ~~section 33-1201, Idaho Code; and~~

47 (e) "School district" means a school district or a public charter
 48 school.