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LEGISLATURE OF THE STATE OF IDAHO

Sixty-second Legislature Second Regular Session - 2014

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AN ACT

RELATING TO EDUCATION; PROVIDING SEVERABILITY AND PROVIDING AN EFFECTIVE DATE

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

SECTION 1. LEGISLATIVE INTENT. It is the intent of the Legislature to support and implement the recommendation of the 2013 Task Force for Improving Education regarding the career ladder compensation model. (Task Force Summary Recommendation 12 and Fiscal Stability/Effective Teachers and Leaders Subcommittee Recommendation 1.2.) The Legislature agrees with the Task Force's comments that the best career ladder for Idaho is one that includes more competitive salaries with incentives, rewards and accountability. Similar to the restoration of operational funding, it is the intent of the Legislature that the adoption and implementation of the career ladder model should be accomplished in a phased-in approach over a multiyear period. Such an approach will reduce the fiscal impact in any single year.

SECTION 2. That Section 33-1004A, Idaho Code, be, and the same is hereby repealed.

SECTION 3. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a $\underline{\text{NEW SECTION}}$, to be known and designated as Section 33-1004A, Idaho Code, and to read as follows:

33-1004A. CAREER LADDER. The career ladder implemented by this section is comprised of three (3) tiers, each tied to a state license or certificate. Criteria for movement between the tiers shall be based upon experience, additional credentialing and accountability based on performance. Two (2) of the tiers (professional and master) shall include additional salary that can be earned through fulfilling leadership responsibilities. Districts shall determine the leadership responsibilities that are needed in their districts. The state board of education is directed to promulgate rules to implement the provisions of this section in a manner that is consistent with the recommendation regarding the career ladder compensation model of the 2013 task force for improving education. Each district shall compensate its teachers in a manner equaling or exceeding the requirements of this section and section 33-1004, Idaho Code. The state board of education and/or the state department of education is directed to develop and propose to the 2014 legislature legislation that may be necessary to supplement this section to effectively and efficiently adopt and implement the task force recommendations for a career ladder. The state board of education is hereby authorized to promulgate rules to implement the provisions of this section. The board shall develop such rules through negotiated rulemaking.

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1	1 CAREER LADDER YEAR 1										
2	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5					
3	Standard Teacher	\$33,000	\$34,000	\$35,000							
4	Professional Teacher	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000					
5	Master Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000					
6 CAREER LADDER YEAR 2											
7	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5					
8	Standard Teacher	\$34,250	\$35,250	\$36,250							
9	Professional Teacher	\$41,250	\$42,250	\$43,250	\$44,250	\$45,250					
10	Master Teacher	\$48,250	\$49,250	\$50,250	\$51,250	\$52,250					
11 CAREER LADDER YEAR 3											
12	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5					
13	Standard Teacher	\$36,000	\$37,000	\$38,000							
14	Professional Teacher	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000					
15	Master Teacher	\$50,000	\$51,000	\$52,000	\$53,000	\$54,000					
16	CAREER LADDER YEAR 4										
17	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5					
18	Standard Teacher	\$36,250	\$37,250	\$38,250							
19	Professional Teacher	\$43,250	\$44,250	\$45,250	\$46,250	\$47,250					
20	Master Teacher	\$50,250	\$51,250	\$52,250	\$53,250	\$54,250					

1	CAREER LADDER YEAR 5									
2	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5				
3 4	Standard Teacher Professional Teacher	\$38,000 \$45,000	\$39,000 \$46,000	\$40,000 \$47,000	\$48,000	\$49,000				
5	Master Teacher	\$52,000	\$53,000	\$54,000	\$55,000	\$56,000				
6	CAREER LADDER YEAR 6									
7	Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5				
8	Standard Teacher	\$40,000	\$41,000	\$42,000						
9	Professional Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000				
10	Master Teacher	\$54,000	\$55,000	\$56,000	\$57,000	\$58,000				

SECTION 4. LEGISLATIVE INTENT. It is the intent of the Legislature to strengthen the licensure and credentialing system of educators by supporting the 2013 Task Force for Improving Education's recommendation regarding tiered licensure (Task Force Summary Recommendation 14 and Fiscal Stability/Effective Teachers and Leaders Subcommittee Recommendation 2.1.) The Legislature notes that implementing the provisions of this recommendation will result in increased teacher knowledge, skills and effectiveness.

SECTION 5. That Chapter 12, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a $\underline{\text{NEW SECTION}}$, to be known and designated as Section 33-1281, Idaho Code, and to read as follows:

- 33-1281. TIERED LICENSURE. (1) The state board of education is hereby directed to implement a tiered licensure system for educators, based upon the recommendations of the 2013 task force for improving education regarding tiered licensure. Such a tiered approach to licensing should include the three (3) separate tiers provided for in the recommendation: novice license; professional license; and a master license.
- (2) The tiered licensure provided for in this section and the task force recommendation shall be tied to the career salary ladder recommended by the task force and as provided for in section 33-1004A, Idaho Code.
- (3) The state board of education is hereby authorized to promulgate rules to implement the provisions of this section. Such rules shall include, but shall not be limited to, provisions governing the transition from cur-

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rent licensing to tiered licensing provided for in this section. The board shall develop such rules through negotiated rulemaking.

SECTION 6. SEVERABILITY. The provisions of this act are hereby declared to be severable and if any provision of this act or the application of such provision to any person or circumstance is declared invalid for any reason, such declaration shall not affect the validity of the remaining portions of this act.

SECTION 7. This act shall be in full force and effect on and after July 1, 2015.