

2018 ISBA RESOLUTION NO. 8

CONTRACTS FOR TEACHERS HOLDING AN INTERIM CERTIFICATION UNDER AN ALTERNATIVE ROUTE

WHEREAS, state-wide many school districts in Idaho struggle to find certified personnel in all positions but especially in certificated content areas such as math, science, special education and foreign languages;

WHEREAS, in order to fill these certificated positions, including the hard to fill positions, boards must request Alternative Routes to Certification for these individuals to the State Department of Education under IDAPA 08.02.02.042;

WHEREAS, the Interim Certificates issued to the individual(s) include requirements that s/he must complete in order to receive a valid five year teaching certificate issued by the State Department of Education;

WHEREAS, often the time period to complete the necessary requirements is a multi-year process and/or there are numerous situations where individuals fail to complete the necessary requirements; and

WHEREAS, under current Idaho Code for teacher contracts, individuals who are not fully credentialed and/or may never reach a point of full credential, are earning varying degrees of property rights, which can result in expensive due process and probationary periods prior to school districts being able to address cessation of employment;

NOW THEREFORE BE IT RESOLVED, Idaho public school districts, charter districts, and charter schools should not be required to issue Standard Teaching Contracts to individuals that contain any form of due process protections and/or expectations of continued employment until the individual has obtained a full valid teaching certificate issued by the State Department of Education;

NOW THEREFORE BE IT FURTHER RESOLVED, that the Idaho School Boards Association work to amend Idaho Code to include the requirement that Idaho public school districts, charter districts, and charter schools may only issue a Category 1 Standard Teacher contract to certified personnel working in Idaho public schools yet only holding an Interim Teaching Certificate under an Alternative Route to Certification.

STATEMENT OF PURPOSE

Due to the need of school boards to hire individuals that are attempting to enter the teaching profession under Alternative Routes to Certification, public schools should not be required to issue Standard Teaching Contracts that exceed a one year period to these individuals. This change will place accountability on the individual to diligently pursue the requirements set forth in the Interim Teaching Certificate issued to them and not place school boards in statutorily protected contract

disputes when the individual is not making progress towards the requirements necessary to receive a valid five year teaching certificate.

Submitted by West Ada Joint School District No. 2

RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: NONE

Wally Hedrick of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED
TABLED
FAILED**

**AYES
NAYES
TOTAL**