

2020 ISBA RESOLUTION NO. 3

40-50-60 SALARY ALLOCATION FOR INSTRUCTIONAL & PUPIL SERVICE STAFF

WHEREAS, Section 33-1004B, Idaho Code, outlines the mechanism that is used for school districts to receive an allocation for instructional and pupil services staff based on their staff members' positions on the career ladder; and

WHEREAS, the Task Force for Improving Education convened by Governor Otter recommended a "phased implementation of the Career Ladder – moving all teachers to the new salary schedule initially, and increasing the compensation tied to each tier over time to reach the recommended pay levels of a 40/50/60,000 salary schedule; and

WHEREAS, the Task Force for Improving Education recommended a proposed allocation system comprised of three tiers – each tied to a state license/certificate with criteria for movement between the tiers to include experience, additional credentialing, and accountability based on performance; and

WHEREAS, the Task Force for Improving Education believed that such a model would entice individuals to enter the teaching profession and provide incentives for them to improve their craft and to remain in Idaho and provide enhanced accountability based upon performance; and

WHEREAS, in lieu of the third tier recommended by the Task Force for Improving Education, the Legislature implemented a master educator premium system; and

WHEREAS, the master educator premium requires teachers to spend additional time, effort, and resources outside of their teaching responsibilities to apply to have a chance to receive a premium for three years; and

WHEREAS, schools and districts must pay more than the state maximum allocation of \$50,000 to be competitive, which creates instability in funding their salary schedules; and

WHEREAS, schools and districts fund additional salary amounts using discretionary funds or taxpayer-approved levy dollars to retain effective, experienced staff; and

WHEREAS, under the current funding allocation, schools and districts receive only \$10,000 more for experienced teachers than new-to-the-profession teachers; and

WHEREAS, recruitment and retention are both critical aspects to be considered in funding teacher salaries;

NOW, THEREFORE BE IT RESOLVED, that the Idaho School Boards Association work with the Idaho State Department of Education, Idaho State Board of Education, the

Idaho Legislature, and other Education Stakeholders to amend Idaho Code to phase in a \$60,000 rung on the Idaho Career Ladder over a period of two years and phase out the Master Educator Premium.

STATEMENT OF PURPOSE

The purpose of this resolution is to encourage the Legislature to implement the complete three-tier recommendation from the Task Force for Improving Education convened under Governor Otter regarding the Career Ladder. The third rung of the Career Ladder was designed to recognize the contribution of experienced educators in Idaho. In addition, it was suggested as a method of encouraging teachers to continue improving their practice, to explore additional credentialing, and to incentivize them to remain in Idaho. Finally, this resolution encourages the Legislature to recognize the disparity of allocation for more experienced teachers by increasing the differential between new-to-the-profession teacher allocations and experienced teacher allocation.

Submitted by Nampa School District No. 131

RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS

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