

# Career Ladder: State Board Legislative Proposal

## 2015-2018:

- ◆ All currently employed teachers will be placed on the career ladder rung that best corresponds to the next higher salary than that for which the district currently receives funding for that teacher.
- ◆ Districts will receive salary allocations as follows:
  - New to teaching in Idaho—based on education/experience
  - New resident certificate holders—placed in first cell and move one (1) increment each year
  - Professional certificate holders—placed in first cell on Professional rung and move (1) increment each year

## 2018-2019:

- ◆ Districts will receive salary allocations as follows:
  - Resident certificate holders —placed on rung based on years of teaching and in first cell and move one (1) increment each year for up to 3 years
  - Professional certificate holders—placed in first cell that best matches their education/experience; those who move from Resident to Professional shall be placed on first cell of Professional rung
  - Master level—cell 1 for teachers who have a minimum of 8 years teaching experience and have:
    - received no “basic” or “unsatisfactory” on evaluation for past 3 years
    - six (6) or more “distinguished” marks on evaluation for past 3 years
    - 60% or more of students have met their student achievement targets for past 3 years
    - have not been placed on improvement plan or probation for past 3 years
- ◆ Districts will receive additional allocations for teachers with advanced education (BA+24=\$2,000/year; MA=\$3,500/year; PhD=\$6,000/year)

## 2019-2020:

- ◆ Districts will receive salary allocations as follows:
  - Resident certificate holders —placed on rung based on years of teaching and in first cell and move one (1) increment each year for up to 3 years
  - Professional certificate holders—placed in cell that best matches their education/experience and move based on whether, during 3 of past 4 years, one of which must be 4th year:
    - marked “proficient” on 18 of 22 Danielson components (no more than 4 “basics” and no “unsatisfactory” marks)
    - Majority of students have met achievement targets **as defined by administrative rule**
  - Districts will not receive additional allocations for those teachers who do not meet minimum criteria above
  - Master level—(same as 2018-2019 above); districts will not receive additional allocations for those not meeting minimum criteria
- ◆ Districts will receive additional allocations for teachers with advanced education (BA+24=\$2,000/year; MA=\$3,500/year; PhD=\$6,000/year)

## 2020 and beyond:

- ◆ Districts will receive salary allocations as follows:
  - Resident certificate holders —placed on rung based on years of teaching and in first cell and move one (1) increment each year for up to 3 years
  - Professional certificate holders—placed in cell that best matches their education/experience and move based on whether, during 3 of past 5 years, one of which must be 4th or 5th year:
    - Marked “proficient” on 18 of 22 Danielson components (no more than 4 “basics” and no “unsatisfactory” marks)
    - Majority of students have met achievement targets **as defined by administrative rule**
  - Districts will not receive additional allocations for those teachers who do not meet minimum criteria above.
  - Master level—(same as 2018-2019 above); districts will not receive additional allocations for those not meeting minimum criteria
    - Teachers unable to meet minimum performance criteria will be placed back in the terminal cell of the Professional compensation rung
- ◆ Proficiency for Professional and Master compensation rung shall be determined on a five year rolling basis
- ◆ Districts will receive additional allocations for teachers with advanced education (BA+24=\$2,000/year; MA=\$3,500/year; PhD=\$6,000/year)