



Career Ladder

December 2014



Benefits of Career Ladder

- Allows Idaho to recruit and retain great teachers
 - Increases salaries for teachers at all levels
 - Provides opportunities to reward and recognize excellent teachers
- The current steps and lanes for salary apportionment creates fiscal instability for districts.
 - The current grid is difficult to anticipate and budget for
 - Districts are unable to match competitive teacher salaries
 - For districts that must pay above the state apportionment in order to be competitive, the differential taken from operating funds is a de-stabilizer



Benefits of Career Ladder

- Idaho public school salaries would be more competitive with other states and the private sector
- Competitive, professional level salaries will increase retention of teachers
- Accountability will improve teacher effectiveness and support student achievement
- Districts would be able to fund robust and meaningful teacher mentoring programs.



Career Ladder Components

- The career ladder provides increased funding for teacher compensation to districts over a 5 year period as follows:
 - \$40,000 for beginning teachers (up from the current \$31,750)
 - \$47,000 to \$51,000 for teachers who hold a professional certificate
 - \$54,000 to \$58,000 for teachers who qualify for the master level of the ladder (up from the current maximum of \$47,000)
- The Career Ladder legislation moving forward to the legislature includes additional compensation for teachers who achieve higher levels of education
 - \$2,000 for a bachelor's +24
 - \$3,500 for a master's
 - \$6,000 for a doctorate

How would Career Ladder Work?

Current full-time teacher appropriation

Current appropriation	Number of Teachers at current appropriation
\$31,750	4,827
\$32,528	610
\$33,748	436
\$35,013	694
\$36,326	901
\$37,688	1,346
\$39,102	211
\$40,568	1,225
\$42,089	170
\$43,668	3,768
\$45,305	57
\$47,004	1,468



Implementation Review

- The Board will create a career ladder/tiered certification review committee made up of stakeholders that will evaluate the implementation of the new certification provisions and the career ladder and make recommendations based on data.



More information available at
www.boardofed.idaho.gov