



IDAHO STATE BOARD OF EDUCATION
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October 7, 2014

Dear Idaho Educator:

Idaho is another step closer to raising salaries for our teachers and elevating the profession of teaching through improved accountability. The Career Ladder/Tiered Licensure Committee approved an implementation plan on Monday, September 29, 2014, that would significantly increase the funds that districts receive to pay teachers each year over the next five (5) years to reach the following levels:

- \$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 a master designation (up from the current maximum of \$47,000)

The implementation model increases the amount that districts receive for all cells of the current salary schedule the first year, including the amount districts receive for beginning teachers, and thereafter provides for increases in state salary funding in all cells each year for all teachers until the levels stated above are achieved. This implementation model includes movement by teachers across the schedule during the implementation period as well. This salary model will not only allow districts to pay teachers more in meaningful and deserving ways, but also will help stabilize and equalize teacher pay across the state. Idaho will be well on its way to recognizing and rewarding the dedicated professionals responsible for the academic progress and success of Idaho's students.

In order for Idaho to meet the needs of our future generations, we need quality teachers. Identifying teacher effectiveness through a standard evaluation process is already in place. The new certification framework uses the current statewide evaluation process, which all administrators are required to be trained and certified to conduct. The Career Ladder Committee has recommended a "second set of eyes" for the required observations included in the evaluation process to ensure the integrity of evaluations, for both teachers and administrators. We know teachers need support and mentoring in their first years of teaching, and the tiered certification builds in this help. All teachers need professional development as they continue to hone their skills, and the Task Force recommended that ongoing, job-embedded professional development be implemented across the state.

Much has been written and said about the Task Force's efforts to reward Idaho's teachers. The State Board of Education respects, admires and believes in Idaho's teachers. We also believe this is a unique opportunity to reward and compensate our teachers appropriately. As noted earlier, all current teachers will be fully certified under the Task Force's plan, and their licenses cannot be revoked under the new certification framework except pursuant to the current system of due process in place through the state's Professional Standards Commission. This is also true for all beginning teachers who obtain their professional license after a residency period after implementation. The certification framework that goes hand-in-hand with the career ladder will work to reward and retain effective teachers. Our mission is to support the educational attainment and success of our children, and we know that great teachers are essential to this mission. We believe that the recommendations of the stakeholders who have worked tirelessly over the past 18 months on finding ways to reward Idaho teachers represent the best opportunity we have to make this happen. More information about these recommendations is available at www.boardofed.idaho.gov.

Sincerely,

Handwritten signature of Emma Atchley in blue ink.

Emma Atchley, President

Handwritten signature of Rod Lewis in blue ink.

Rod Lewis, Vice President

Handwritten signature of Don Soltman in blue ink.

Don Soltman, Secretary