

Idaho Teacher Career Ladder

A work product of the Fiscal Stability
Subcommittee of the Task Force for
Improving Education

Reasons for Career Ladder Proposal

- Most districts are unable to match the teacher salaries paid by a handful of wealthier districts.
- This creates instability in staffing for most districts and is not reflective of the uniformity required by the Idaho Constitution.
- The lack of competitive, professional level salaries causes schools to lose teachers to other states and professions.
- The current salary grid fails to incorporate any evaluation of effectiveness as a criteria for advancement.

Benefits of Career Ladder

- Teachers would earn significantly higher salaries than are possible for most districts under the current funding formula.
- Parents, patrons, taxpayers, trustees and legislators would gain a teacher compensation system with greater accountability and emphasis on effectiveness.
- School districts would gain access to resources to reward teachers for leadership roles.

Career Ladder Salary Table

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Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$42,000
Professional Teacher*	\$49,000	\$49,500	\$50,000	\$50,500	\$51,000
Master Teacher*	\$58,000	\$58,500	\$59,000	\$59,500	\$60,000

** An additional \$1,000 per Professional Teacher and \$2,000 per Master Teacher will be distributed to each district for a leadership award pool.*

Phase-in of Career Ladder

- The new Career Ladder would primarily phase-in over a five year period.
- All new hires would be placed on Career Ladder and others may opt-in, up to 20% of the total staff each year.

Benefits of Career Ladder - Teachers

- Beginning teachers would receive a 29% increase in state base salary funding, from \$31,000 to \$40,000.
- Teachers currently at the maximum on the state salary reimbursement grid would ultimately receive up to a 29% increase in state base salary funding, from \$46,537 to \$60,000.
- Many teachers would also earn extra pay through leadership awards.

Benefits of Career Ladder – Parents, Patrons, Taxpayers, Trustees & Legislators

- Teachers on the Career Ladder could be employed under any legal teacher contract form except renewable contract.
- Tiered licensure status and multiple years of evaluations of teacher effectiveness would be used to determine advancement or regression between the three rungs of the Career Ladder.

Benefits of Career Ladder - Districts

- Statewide Career Ladder standardized pay schedule would reduce staffing instability.
- Idaho public school salaries would be more competitive with other states and the private sector.
- Teacher performance evaluations would become a more meaningful tool.
- Districts could fund robust, effective and meaningful teacher mentoring programs through the use of leadership award funds.
- Districts could recognize other teacher leadership functions with leadership award funds.

Fiscal Impact

- Average cost of an additional \$35-43 million per year for the first five years, or an average annual General Fund increase of 2.9% a year.
- The above estimate includes the leadership award pool, which would grow to over \$23 million statewide by Year 5.