



West Ada

SCHOOL DISTRICT

June 18, 2019

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Presentation to Governors Task Force, Teacher Pipeline Subcommittee

1. West Ada History
 - a. 2015-16 we moved from a traditional Step and Lane salary schedule to a salary schedule that was modeled after the Career Ladder.
 - b. Challenges from the teachers perspective:
 - i. Salary rung changes were not even percentages as the Step and Lane salary model was
 - ii. The change to the career ladder has been difficult for them to understand how they moved rung to rung
 - c. Benefits from and Administrative point of view:
 - i. Over time more of our certified staff will be paid on a direct reimbursement from the state funding
 - ii. Incredible pay increases for our certified staff
 - iii. We have been able to control and contain our contribution from discretionary funds and from our supplemental levy to our certified salary and benefit costs
 - iv. Teachers no longer have to “buy their raises” to move on the salary schedule. Movement based on student achievement and proficient evaluations.
2. Challenges on out of State Placement for funding:
 - a. Having to go back to the last Friday in September of 2014 to determine the starting point for career ladder placement is getting more and more difficult as we get farther away from that point in time.
 - b. Professional Endorsement – Grandfathered for people holding a certificate for 3 years prior to enactment. This was good.
 - c. Challenge began for the 2018-19 and the 2019-20 school year mainly where teachers came from out of state with 3 or more years experience, have a Masters or BA +24, but couldn't meet the requirements for the Professional Endorsement
 - i. We were blocked from getting funded for the education allocation for these folks. These staff members have to work one year and perform the requirements in this year in order to earn the professional endorsement.

- d. The Value of Salary Based Apportionment being a separate specific allocation to school districts.
 - i. Salary Based Apportionment is customized for each district based on the experience and education of each district's own teachers
 - ii. With Salary Based Apportionment districts are agnostic as to how much they will be required to hire a teacher. If Salary Based Apportionment gets rolled into the number and not separately allocated, then, over time, districts will be compelled to only hire new inexperienced teachers, because they will be limited by their budget constraints.
 - iii. Negotiations are clearly defined as to the dollar amount that we are receiving for certified salaries. If this goes away, then negotiations will be about the light bill, about curriculum, about math and literacy monies, etc.
3. Dreams and Challenges moving forward
- a. It is vital that Salary Based Apportionment continues to be a separate allocation to the Districts for funding certified, classified and administrative salaries.
 - b. Professional Rungs grow back to 10 rungs over the next 5 years. Somehow we need to maintain some sort of cost of living to the 2019-20 rungs going forward, but we need to receive more funding for our experienced teachers.
 - c. Determine clearly defined placement for experienced out of state certified staff.
 - d. Provide an alternative professional endorsement requirement for incoming out of state teachers with 3 or more years experience.
 - e. My thoughts on the sustainable cost of the Master Educator Premium.