



# Educator Pipeline

## Primer on Career Ladder Allocation

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Public School Finance



June 18, 2019

*Supporting Schools and Students to Achieve*

SHERRI YBARRA, ED.S., SUPERINTENDENT OF PUBLIC INSTRUCTION

# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1) Effective July 1, 2015, all existing instructional staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung that corresponds with the next higher allocation amount than is currently received by the district, based on the experience and education index pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2015. For each year between July 1, 2015, and June 30, 2019, those instructional staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year, unless such movement would result in the district receiving a lesser allocation than the district would have received if the instructional staff would have moved based on the experience and education index as applied in fiscal year 2015, for such instructional staff the district salary apportionment calculation shall use the amount that would have been applied based on the experience and education index.



# HO 296 (2015 Legislative Session)

## Career Ladder

EXPERIENCE AND EDUCATION MULTIPLIER TABLE

Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	1.00000	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730
1	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410
2	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260
3	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290
4	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510
5	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930
6	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550
7	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380
8	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430
9	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430	1.73710
10	1.39290	1.49930	1.55550	1.61380	1.67430	1.73710	1.80220
11	1.39290	1.49930	1.55550	1.61380	1.73710	1.80220	1.86980
12	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	1.93990
13 or more	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	2.01260



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# HO 296 (2015 Legislative Session)

## Career Ladder

BASE SALARY \$23,354    MINIMUM SALARY \$31,750

2014-2015 Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
1	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
2	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
3	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530
4	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749
5	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015
6	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327
7	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689
8	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102
9	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568
10	\$32,530	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568	\$42,089
11	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$42,089	\$43,667
12	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$45,304
13 or more	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$47,002



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# HO 296 (2015 Legislative Session)

## Career Ladder

2015-2016 Career Ladder Placement	2014-2015 Index	2014-2015 Salary Apportionment	2015-2016 Salary Apportionment
Res/Prof 1	NA	NA	\$32,700.00
Res/Prof 2	1.00000 to 1.34260	\$31,750.00	\$33,200.00
Res/Prof 3	1.39290	\$32,530.00	\$33,822.00
Prof 1	1.44510	\$33,749.00	\$35,498.00
Prof 2	1.49930	\$35,015.00	\$36,885.00
Prof 3	1.55550	\$36,327.00	\$38,311.00
Prof 4	1.61380	\$37,689.00	\$39,775.00
Prof 5	1.67430	\$39,102.00	\$41,282.00
Prof 6	1.73710	\$40,568.00	\$42,089.00
Prof 7	1.80220	\$42,089.00	\$43,668.00
Prof 8	1.86980	\$43,667.00	\$45,305.00
Prof 9	1.93990	\$45,304.00	\$47,004.00
Prof 10	2.01260	\$47,002.00	\$47,603.00

Res/Prof 1 for first year Instructional staff beginning in 2015-2016



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# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(a) **Instructional staff who are in their first year of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter, for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.**

(b) **Instructional staff new to teaching in Idaho who hold a certificate from a state other than Idaho and who are approved to teach in Idaho will be placed into the cohort of instructional staff on the career ladder table equivalent to their experience and education pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2015.**



# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(c) **In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff holding a professional endorsement who have acquired additional education and meet the professional compensation rung performance criteria.** In determining the additional education allocation amount, only credits and degrees earned based upon a transcript on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or other work experience approved by the state board of education, shall be credited toward the education allocation. Education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation.



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## Career Ladder

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33-1004B. CAREER LADDER. (1)(c)(i), (ii), (iii), (iv), and (v)

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
For instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits	\$400	\$800	\$1,200	\$1,600	\$2,000
For instructional staff holding a professional endorsement and a master degree	\$700	\$1,400	\$2,100	\$2,800	\$3,500



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## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (1)

(d) Effective July 1, 2015, through June 30, 2016, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$32,700	\$33,200	\$33,822							
Professional	\$35,498	\$36,885	\$38,311	\$39,775	\$41,282	\$42,089	\$43,668	\$45,305	\$47,004	\$47,603

(e) Effective July 1, 2016, through June 30, 2017, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$33,400	\$34,250	\$35,117							
Professional	\$37,249	\$38,758	\$39,546	\$41,113	\$41,961	\$43,591	\$44,503	\$46,201	\$47,183	\$48,202

(f) Effective July 1, 2017, through June 30, 2018, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$34,600	\$35,500	\$36,411							
Professional	\$38,999	\$40,630	\$41,155	\$42,825	\$43,391	\$45,102	\$45,711	\$47,467	\$48,122	\$48,802



# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (2) Effective [July 1, 2018, through June 30, 2019](#), school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder.

- (a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the compensation rung performance criteria for the previous three (3) years.** Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for the previous three (3) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (2)

(c) Effective July 1, 2018, through June 30, 2019, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$35,800	\$36,750	\$37,706							
Professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401



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# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (3) Effective July 1, 2019, through June 30, 2020, school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder as follows:

- (a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years**. Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



# HO 296 (2015 Legislative Session)

## Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

### 33-1004B. CAREER LADDER. (3)

(c) Effective July 1, 2019, through June 30, 2020, the allocation shall be:

	1	2	3	4	5
Base Allocation					
Residency / Professional	\$37,000	\$38,000	\$39,000		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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# HO 153 (2019 Legislative Session)

## Career Ladder

SECTION 1. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

(b) Instructional staff and pupil service staff previously placed within a cohort shall continue to move ~~one (1) cell on the applicable rung~~ with their cohort through the ladder, unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years, according to the following schedule, which results in pay increases for instructional staff and pupil service staff at all levels:

- (i) Individuals in the professional levels 1 and 2 during the previous fiscal year will move to the professional level 2 for July 1, 2019, through June 30, 2020;
- (ii) Individuals in the professional levels 3 and 4 during the previous fiscal year will move to the new professional level 3 for July 1, 2019, through June 30, 2020;
- (iii) Individuals in the professional levels 5 and 6 during the previous fiscal year will move to the new professional level 4 for July 1, 2019, through June 30, 2020; and
- (iv) Individuals in the professional levels 7, 8, 9, and 10 during the previous fiscal year will move to the new professional level 5 for July 1, 2019, through June 30, 2020.



# HO 153 (2019 Legislative Session)

## Career Ladder

SECTION 1. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

### 33-1004B. CAREER LADDER.

(13) Effective July 1, 2019, through June 30, 2020, the allocation shall be:

	1	2	3	4	5
Base Allocation					
Residency / Professional	<del>\$37,000</del> <u>\$38,500</u>	<del>\$38,000</del> <u>\$39,000</u>	<del>\$39,000</del> <u>\$39,500</u>		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000



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# HO 153 (2019 Legislative Session)

## Career Ladder

FY 2019	
R1	\$35,800
R2	\$36,750
R3	\$37,706
P1	\$40,750
P2	\$42,503
P3	\$42,765
P4	\$44,538
P5	\$44,820
P6	\$46,614
P7	\$46,918
P8	\$48,734
P9	\$49,061
P10	\$49,401

FY 2020	
R1	\$38,500
R2	\$39,000
R3	\$39,500
P1	\$42,500
P2	\$44,375
P3	\$46,250
P4	\$48,125
P5	\$50,000



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# HO 153 (2019 Legislative Session)

## Career Ladder

SECTION 1. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

### 33-1004B. CAREER LADDER.

(13) Effective July 1, 2020, the allocation shall be:

	1	2	3	4	5
Base Allocation					
Residency / Professional	<del>\$37,000</del> <u>\$40,000</u>	<del>\$38,000</del> <u>\$40,500</u>	<del>\$39,000</del> <u>\$41,000</u>		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000



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# Questions



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