

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 523

BY EDUCATION COMMITTEE

AN ACT

RELATING TO EDUCATION; AMENDING SECTION 33-1001, IDAHO CODE, TO DEFINE A TERM AND TO REVISE DEFINITIONS; AMENDING SECTION 33-1004B, IDAHO CODE, AS AMENDED BY SECTION 2, CHAPTER 132, LAWS OF 2019, TO PROVIDE FOR AN ADVANCED PROFESSIONAL COMPENSATION RUNG ON THE CAREER LADDER, TO PROVIDE FOR CERTAIN ALLOCATIONS, TO PROVIDE FOR AN ADJUSTMENT, AND TO REVISE PROVISIONS REGARDING EVALUATIONS; AMENDING SECTION 33-1004C, IDAHO CODE, TO REVISE PROVISIONS REGARDING BASE AND MINIMUM SALARIES; AMENDING SECTION 33-1004E, IDAHO CODE, TO PROVIDE THAT CERTAIN STAFF SHALL NOT BE PAID LESS THAN A MINIMUM DOLLAR AMOUNT; AND AMENDING SECTION 33-1201A, IDAHO CODE, TO PROVIDE FOR AN ADVANCED PROFESSIONAL ENDORSEMENT, TO PROVIDE ELIGIBILITY FOR ENDORSEMENTS, AND TO DEFINE TERMS.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS. As used in this chapter:

(1) "Administrative schools" means and applies to all elementary schools and kindergartens within a district that are situated ten (10) miles or less from both the other elementary schools and the principal administrative office of the district and all secondary schools within a district that are situated fifteen (15) miles or less from other secondary schools of the district.

(2) "Administrative staff" means those who hold an administrator certificate and are employed as a superintendent, an elementary or secondary school principal, or are assigned administrative duties over and above those commonly assigned to teachers.

(3) "At-risk student" means a student in grades 6 through 12 who:

(a) Meets at least three (3) of the following criteria:

(i) Has repeated at least one (1) grade;

(ii) Has absenteeism greater than ten percent (10%) during the preceding semester;

(iii) Has an overall grade point average less than 1.5 on a 4.0 scale prior to enrolling in an alternative secondary program;

(iv) Has failed one (1) or more academic subjects in the past year;

(v) Is below proficient, based on local criteria, standardized tests, or both;

(vi) Is two (2) or more credits per year behind the rate required to graduate or for grade promotion; or

(vii) Has attended three (3) or more schools within the previous two (2) years, not including dual enrollment; or

(b) Meets any of the following criteria:

- (i) Has documented substance abuse or a pattern of substance abuse;
- (ii) Is pregnant or a parent;
- (iii) Is an emancipated youth or unaccompanied youth;
- (iv) Is a previous dropout;
- (v) Has a serious personal, emotional, or medical issue or issues;
- (vi) Has a court or agency referral; or
- (vii) Demonstrates behavior detrimental to the student's academic progress.

(4) "Average daily attendance" or "pupils in average daily attendance" means the aggregate number of days enrolled students are present, divided by the number of days of school in the reporting period; provided, however, that students for whom no Idaho school district is a home district shall not be considered in such computation.

(5) "Career ladder" means the compensation table used for determining the allocations districts receive for instructional staff and pupil service staff based on specific performance criteria and is made up of a residency compensation rung and a professional compensation rung.

(6) "Child with a disability" means a child evaluated as having an intellectual disability, a hearing impairment including deafness, a speech or language impairment, a visual impairment including blindness, an emotional behavioral disorder, an orthopedic impairment, autism, a traumatic brain injury, another health impairment, a specific learning disability, deaf-blindness, or multiple disabilities, and who, by reason thereof, needs special education and related services.

(7) "Compensation rung" means the rung on the career ladder that corresponds with the compensation level performance criteria.

(8) "Economically disadvantaged student" means a student who:

(a) Is eligible for a free or reduced-price lunch under the Richard B. Russell national school lunch act, 42 U.S.C. 1751 et seq., excluding students who are only eligible through a school's community eligibility program;

(b) Resides with a family receiving assistance under the program of block grants to states for temporary assistance for needy families (TANF) established under part A of title IV of the social security act, 42 U.S.C. 601 et seq.;

(c) Is eligible to receive medical assistance under the medicaid program under title XIX of the social security act, 42 U.S.C. 1396 et seq.; or

(d) Is considered homeless for purposes of the federal McKinney-Vento homeless assistance act, 42 U.S.C. 11301 et seq.

(9) "Elementary grades" or "elementary average daily attendance" means and applies to students enrolled in grades 1 through 6 inclusive, or any combination thereof.

(10) "Elementary schools" are schools that serve grades 1 through 6 inclusive, or any combination thereof.

(11) "Elementary/secondary schools" are schools that serve grades 1 through 12 inclusive, or any combination thereof.

1 (12) "English language learner" or "ELL" means a student who does not
 2 score proficient on the English language development assessment established
 3 by rule of the state board of education.

4 (13) "Gifted and talented" shall have the same meaning as provided in
 5 section 33-2001(4), Idaho Code.

6 (14) "Homebound student" means any student who would normally and reg-
 7 ularly attend school, but is confined to home or hospital because of an ill-
 8 ness or accident for a period of ten (10) or more consecutive days.

9 (15) "Instructional staff" means those who hold an Idaho certificate
 10 issued under section 33-1201, Idaho Code, and who are either involved in the
 11 direct instruction of a student or group of students or who serve in a mentor
 12 or teacher leader position for individuals who hold an Idaho certificate
 13 issued under section 33-1201, Idaho Code.

14 (16) "Kindergarten" or "kindergarten average daily attendance" means
 15 and applies to all students enrolled in a school year, less than a school
 16 year, or summer kindergarten program.

17 (17) "Local salary schedule" means a compensation table adopted by a
 18 school district or public charter school, which table is used for determin-
 19 ing moneys to be distributed for instructional staff and pupil service staff
 20 salaries. Minimum compensation provided under a local salary schedule shall
 21 be at least equal to thirty-eight thousand five hundred dollars (\$38,500)
 22 or, for staff holding a professional endorsement, forty-two thousand five
 23 hundred dollars (\$42,500).

24 (18) "Measurable student achievement" means the measurement of student
 25 academic achievement or growth within a given interval of instruction for
 26 those students who have been enrolled in and attended eighty percent (80%)
 27 of the interval of instruction. Measures and targets shall be chosen at the
 28 ~~district level or~~ school level in collaboration with the staff member im-
 29 pacted by the measures and applicable district staff and approved at the dis-
 30 trict level. The most effective measures and targets are those generated as
 31 close to the actual work as possible. Targets may be based on grade- or de-
 32 partment-level achievement or growth goals that create collaboration within
 33 groups. Assessment tools that may be used for measuring student achievement
 34 and growth include:

- 35 (a) Idaho standards achievement test;
- 36 (b) Student learning objectives;
- 37 (c) Formative assessments;
- 38 (d) Teacher-constructed assessments of student growth;
- 39 (e) Pre- and post-tests;
- 40 (f) Performance-based assessments;
- 41 (g) Idaho reading indicator;
- 42 (h) College entrance exams or preliminary college entrance exams such
- 43 as PSAT, SAT and ACT;
- 44 (i) District-adopted assessment;
- 45 (j) End-of-course exams;
- 46 (k) Advanced placement exams; and
- 47 (l) Career technical exams.

48 (19) "Performance criteria" means the standards specified for instruc-
 49 tional staff and pupil service staff to demonstrate teaching proficiency
 50 for a given compensation rung. Each element of the performance criteria, as

identified in ~~subsection (14)~~ of this section and as applicable to a staff member's position, shall be reported for determining movement on the career ladder.

(20) (a) "Professional compensation rung performance criteria" means:

(a) An overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation; and

(b) Demonstrating the majority of their students have met their measurable student achievement targets or student success indicator targets.

(b) "Advanced professional compensation rung performance criteria" means:

(i) An overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in domain two -- classroom environment, or domain three -- instruction and use of assessment, on the state framework for teaching evaluation or equivalent for pupil service staff; and

(ii) Demonstrating seventy-five percent (75%) or more of their students have met their measurable student achievement targets or student success indicator targets.

(21) "Public school district" or "school district" or "district" means any public school district organized under the laws of this state, including specially chartered school districts.

(22) "Pupil service staff" means those who provide services to students but are not involved in direct instruction of those students, and hold a pupil personnel services certificate.

(23) "Secondary grades" or "secondary average daily attendance" means and applies to students enrolled in grades 7 through 12 inclusive, or any combination thereof.

(24) "Secondary schools" are schools that serve grades 7 through 12 inclusive, or any combination thereof.

(25) "Separate elementary school" means an elementary school located more than ten (10) miles on an all-weather road from both the nearest elementary school and elementary/secondary school serving like grades within the same school district and from the location of the office of the superintendent of schools of such district, or from the office of the chief administrative officer of such district if the district employs no superintendent of schools.

(26) "Separate kindergarten" means a kindergarten located more than ten (10) miles on an all-weather road from both the nearest kindergarten school within the same school district and from the location of the office of the superintendent of schools of such district, or from the office of the chief administrative officer of such district if the district employs no superintendent of schools.

(27) "Separate secondary school" means any secondary school located more than fifteen (15) miles on an all-weather road from any other secondary school and elementary/secondary school serving like grades operated by the district.

(28) "Special education" means specially designed instruction or speech/language therapy at no cost to the parent to meet the unique needs

1 of a student who is a child with a disability, including instruction in the
 2 classroom, the home, hospitals, institutions, and other settings; instruc-
 3 tion in physical education; speech therapy and language therapy; transition
 4 services; travel training; assistive technology services; and vocational
 5 education.

6 (29) "Student success indicators" means measurable indicators of stu-
 7 dent achievement or growth, other than academic, within a predefined inter-
 8 val of time for a specified group of students. Measures and targets shall be
 9 chosen at the district or school level in collaboration with the pupil ser-
 10 vice staff member impacted by the measures and applicable district staff.
 11 Student success indicators include:

12 (a) Quantifiable goals stated in a student's 504 plan or individualized
 13 education plan.

14 (b) Quantifiable goals stated in a student's behavior improvement
 15 plan.

16 (c) School or district identified measurable student objectives for a
 17 specified student group or population.

18 (30) "Support program" means the educational support program as de-
 19 scribed in section 33-1002, Idaho Code, the transportation support program
 20 described in section 33-1006, Idaho Code, and the exceptional education
 21 support program as described in section 33-1007, Idaho Code.

22 (31) "Support unit" means a function of average daily attendance used
 23 in the calculations to determine financial support provided to the public
 24 school districts.

25 (32) "Teacher" means any person employed in a teaching, instructional,
 26 supervisory, educational administrative or educational and scientific ca-
 27 pacity in any school district. In case of doubt, the state board of educa-
 28 tion shall determine whether any person employed requires certification as a
 29 teacher.

30 SECTION 2. That Section 33-1004B, Idaho Code, as amended by Section 2,
 31 Chapter 132, Laws of 2019, be, and the same is hereby amended to read as fol-
 32 lows:

33 33-1004B. CAREER LADDER. School districts shall receive an allocation
 34 for instructional staff and pupil service staff based on their staffs' posi-
 35 tion on the career ladder as follows:

36 (1) Instructional staff and pupil service staff who are in their first
 37 year of holding a certificate shall be placed in the first cell of the resi-
 38 dency compensation rung and shall move one (1) cell on the residency compen-
 39 sation rung for each year they hold a certificate thereafter for up to three
 40 (3) years, at which point they will remain in the third cell of the residency
 41 rung until they earn a professional endorsement.

42 (2) Instructional staff and pupil service staff in their first year of
 43 holding a professional endorsement shall be placed in the first cell of the
 44 professional compensation rung.

45 (3) Instructional staff and pupil service staff on the professional
 46 compensation rung with four (4) years of experience shall move one (1) cell
 47 on the professional compensation rung unless they have failed to meet the
 48 professional compensation rung performance criteria for three (3) of the
 49 previous four (4) years. Instructional staff and pupil service staff on the

professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

(4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.

(5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensation rung performance criteria shall remain at the previous fiscal year allocation level. This also applies to the additional education allocation.

(46) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000).

(57) 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 and pupil service staff holding a professional or an advanced professional endorsement who have acquired additional education and meet the professional or advanced professional compensation rung performance criteria. In determining the additional education allocation amount, only transcribed credits and degrees 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 work experience approved by the state board of education, shall be allowed. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education. Additional 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. Additional education allocations are:

(a) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.

(b) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) per fiscal year.

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

Base					
Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Residency	\$40,000	\$40,500	\$41,000		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000
Advanced Professional	\$52,000				

(d) Effective July 1, 2021, the allocation shall be:

Base					
Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Residency	\$40,369	\$40,990	\$41,611		
Professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370
Advanced Professional	\$52,734	\$53,207			

(e) Effective July 1, 2022, the allocation shall be:

Base					
Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Residency	\$40,742	\$41,486	\$42,231		
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
Advanced Professional	\$53,478	\$54,442	\$55,389		

(f) Effective July 1, 2023, the allocation shall be:

Base					
Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Residency	\$41,118	\$41,988	\$42,860		
Professional	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
Advanced Professional	\$54,233	\$55,705	\$57,165	\$58,613	

(g) Effective July 1, 2024, the allocation shall be:

Base					
Allocation	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

(8) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

(69) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each evaluation component domain and identification of which domain or domains the administrator is focusing on for the instructional staff or pupil service staff member being evaluated, as outlined in administrative rule and

~~the rating given for each component.~~ The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education with input from the Idaho-approved teacher preparation programs and the state department of education shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. School districts and public charter schools found to have not conducted the evaluations with fidelity to the state framework for teaching evaluation shall not be eligible to receive the leadership premium distribution pursuant to section 33-1002(2), Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(710) School districts shall submit annually to the state the data necessary to determine if an instructional staff or pupil service staff member has met the performance criteria for movement on the applicable compensation rung. The department of education shall calculate whether or not instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous five (5) years. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee's personnel record and are exempt from public disclosure pursuant to section 74-106, Idaho Code.

SECTION 3. That Section 33-1004C, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004C. BASE AND MINIMUM SALARIES -- LEADERSHIP PREMIUMS -- EDUCATION AND EXPERIENCE INDEX. (1) The following shall be reviewed annually by the legislature:

(a) The base salary figures pursuant to subsections (46) and (57) of section 33-1004E, Idaho Code;

(b) The minimum instructional and pupil service staff salary figure pursuant to subsections (1) ~~and through~~ (35) of section 33-1004E, Idaho Code; and

(c) The leadership premium figures pursuant to subsections (1) and (2) of section 33-1004J, Idaho Code.

(2) The statewide education and experience index (or state average index, or state index) is the average of all qualifying employees, instructional and administrative respectively. It is determined by totaling the index value for all qualifying employees and dividing by the number of employees.

SECTION 4. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

1 33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT. Each district shall
 2 be entitled to a salary-based apportionment calculated as provided in this
 3 section.

4 (1) To determine the apportionment for instructional staff, take
 5 the amounts indicated on the career ladder table plus the amounts associ-
 6 ated with the additional education allocation amounts pursuant to section
 7 33-1004B, Idaho Code, and calculate the weighted average. The amount so
 8 determined shall be multiplied by the district staff allowance for instruc-
 9 tional staff determined as provided in section 33-1004(2), Idaho Code.
 10 Full-time instructional staff salaries shall be determined from a salary
 11 schedule developed by each district and submitted to the state department of
 12 education. No full-time instructional staff member or pupil service staff
 13 member on the residency compensation rung shall be paid less than the minimum
 14 dollar amount on the career ladder residency compensation rung pursuant to
 15 section 33-1004B, Idaho Code, for the applicable fiscal year.

16 (2) Effective July 1, 2022, no full-time instructional staff member
 17 or pupil service staff member on the professional or advanced professional
 18 compensation rung shall be paid less than the minimum dollar amount on the
 19 career ladder professional compensation rung pursuant to section 33-1004B,
 20 Idaho Code, for the applicable fiscal year.

21 (3) Effective July 1, 2025, no full-time instructional staff member or
 22 pupil service staff member on the advanced professional compensation rung
 23 shall be paid less than the minimum dollar amount on the advanced profes-
 24 sional compensation rung pursuant to section 33-1004B, Idaho Code, for the
 25 applicable fiscal year.

26 (24) If an instructional staff member has been certified by the na-
 27 tional board for professional teaching standards, the staff member shall
 28 receive two thousand dollars (\$2,000) per year for five (5) years from the
 29 year in which national board certification was earned. The district staff
 30 allotment shall be increased by two thousand dollars (\$2,000) for each na-
 31 tional board-certified instructional staff member who earned national board
 32 certification; provided however, that no such awards shall be paid for the
 33 period July 1, 2010, through June 30, 2011, nor shall any liabilities accrue
 34 or payments be made pursuant to this section in the future to any individuals
 35 who would have otherwise qualified for a payment during this stated time
 36 period. The resulting amount is the district's salary-based apportionment
 37 for instructional staff. For purposes of this section, teachers qualifying
 38 for the salary increase shall be those who have been recognized as national
 39 board-certified teachers as of July 1 of each year.

40 (35) To determine the apportionment for pupil service staff, take
 41 the amounts indicated on the career ladder table plus the amounts associ-
 42 ated with the additional education allocation amounts pursuant to section
 43 33-1004B, Idaho Code, and calculate the weighted average. If the district
 44 does not employ any pupil service staff, the district's pupil service staff
 45 average salary shall equal the district's instructional staff average
 46 salary for purposes of calculating pupil service salary-based apportion-
 47 ment. The amount so determined shall be multiplied by the district staff al-
 48 lowance for pupil service staff determined pursuant to section 33-1004(3),
 49 Idaho Code. Full-time pupil service staff salaries shall be determined from
 50 a salary schedule developed by each district and submitted to the state de-

1 department of education. The resulting amount is the district's salary-based
 2 apportionment for pupil service staff. No full-time pupil service staff
 3 member shall be paid less than the minimum dollar amount on the career ladder
 4 residency compensation rung pursuant to section 33-1004B, Idaho Code, for
 5 the applicable fiscal year.

6 (46) To determine the apportionment for district administrative staff,
 7 first determine the district average experience and education index by plac-
 8 ing all eligible certificated administrative employees on the statewide
 9 index provided in section 33-1004A, Idaho Code. The resulting average is the
 10 district index. If the district does not employ any administrative staff,
 11 the district administrative index shall equal the statewide average index
 12 for purposes of calculating administrative salary-based apportionment. The
 13 district administrative staff index shall be multiplied by the base salary
 14 of thirty-seven thousand two hundred seventy-two dollars (\$37,272). The
 15 amount so determined shall be multiplied by the district staff allowance for
 16 administrative staff determined as provided in section 33-1004(4), Idaho
 17 Code. The resulting amount is the district's salary-based apportionment for
 18 administrative staff.

19 (57) To determine the apportionment for classified staff, multiply
 20 twenty-two thousand three hundred fifteen dollars (\$22,315) by the district
 21 classified staff allowance determined as provided in section 33-1004(5),
 22 Idaho Code. The amount so determined is the district's apportionment for
 23 classified staff.

24 (68) The district's salary-based apportionment shall be the sum of the
 25 apportionments calculated in subsections (1), (2), (3), (4) and (5) of this
 26 section, plus the benefit apportionment as provided in section 33-1004F,
 27 Idaho Code.

28 SECTION 5. That Section 33-1201A, Idaho Code, be, and the same is hereby
 29 amended to read as follows:

30 33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY. (1) Any in-
 31 structional staff employee or any pupil service staff employee will receive
 32 mentoring as outlined in such employee's individualized professional learn-
 33 ing plan during the initial three (3) years of holding such certificate.
 34 Upon holding a certificate for three (3) years, any such instructional staff
 35 or pupil service staff employee may apply for an Idaho professional endorse-
 36 ment. Upon holding a professional endorsement for five (5) years or more,
 37 any such instructional staff or pupil service staff employee may apply for an
 38 Idaho advanced professional endorsement.

39 (2) To be eligible for an Idaho professional endorsement, the instruc-
 40 tional staff or pupil service staff employee must:

- 41 (a) Have held a certificate for at least three (3) years, or have com-
 42 pleted a state board of education-approved interim certificate of three
 43 (3) years or longer;
- 44 (b) Show they met the professional compensation rung performance cri-
 45 teria for two (2) of the three (3) previous years or the third year;
- 46 (c) Have a written recommendation from the employing school district;
 47 and
- 48 (d) Have an annual individualized professional learning plan developed
 49 in conjunction with the employee's school district supervisor.

Instructional staff employees may provide additional evidence demonstrating effective teaching that may be considered in exceptional cases for purposes of determining proficiency and student achievement in the event required standards for professional endorsement are not met. Pupil service staff employees may provide additional evidence demonstrating effective student achievement or success that may be considered in exceptional cases for purposes of determining proficiency and student achievement or success in the event required standards for professional endorsement are not met.

(3) To be eligible for an Idaho advanced professional endorsement, the instructional staff or pupil service staff employee must:

(a) Have held a renewable certificate for at least eight (8) years or more, or have completed a state board of education-approved interim certificate of three (3) years or longer and held a renewable certificate for five (5) years or more;

(b) Show they met the professional compensation rung performance criteria for four (4) of the five (5) previous years or the third, fourth, and fifth year;

(c) During three (3) of the previous five (5) years, have served in an additional building or district leadership role in an Idaho public school, including but not limited to:

(i) Instructional specialist or instructional coach;

(ii) Mentor;

(iii) Curriculum or assessment committee member;

(iv) Team or committee leadership position;

(v) Data coach; or

(vi) Other leadership positions identified by the school district;

(d) Have a written recommendation from the employing school district;

(e) Have an annual individualized professional learning plan developed in conjunction with the employee's supervisor and a self-evaluation; and

(f) (i) Effective July 1, 2020, through June 30, 2021, show they have met the advanced professional compensation rung performance criteria for three (3) of the five (5) previous years or the fifth year;

(ii) Effective July 1, 2021, through June 30, 2022, show they have met the advanced professional compensation rung performance criteria for three (3) of the five (5) previous years or the fourth and fifth year; or

(iii) Effective July 1, 2022, show they have met the advanced professional compensation rung performance criteria for three (3) of the five (5) previous years.

Instructional staff employees may provide additional evidence demonstrating effective teaching that may be considered in exceptional cases for purposes of determining proficiency and student achievement in the event required standards for the advanced professional endorsement are not met. Pupil service staff employees may provide additional evidence demonstrating effective student achievement or success that may be considered in exceptional cases for purposes of determining proficiency and student

1 achievement or success in the event required standards for the advanced pro-
 2 fessional endorsement are not met.

3 ~~(24) Instructional staff employees who have held a certificate that~~
 4 ~~qualifies them to teach in the classroom for three (3) or more years prior~~
 5 ~~to July 1, 2015, or and pupil service staff employees who have held a pupil~~
 6 ~~personnel services certificate for three (3) or more years prior to July 1,~~
 7 ~~2016, shall automatically obtain an Idaho professional endorsement under~~
 8 ~~this section shall be eligible for the professional endorsement if they:~~

9 (a) Have a written recommendation from the employing school district;

10 (b) Have worked in a certificated position in a compact-member state
 11 pursuant to section 33-4101, Idaho Code; and

12 (c) Would have been eligible to work in a certificated position in an
 13 Idaho public school based on that certification for three (3) to eight
 14 (8) years.

15 (5) Instructional staff and pupil service staff shall be eligible for
 16 the advanced professional endorsement if they:

17 (a) Have a written recommendation from the employing school district;

18 (b) Have worked in a certificated position in a compact-member state
 19 pursuant to section 33-4101, Idaho Code; and

20 (c) Would have been eligible to work in a certificated position in an
 21 Idaho public school based on that certification for nine (9) years or
 22 more.

23 (36) The state board of education shall promulgate rules implementing
 24 the provisions of this section.

25 (7) For the purposes of this section:

26 (a) "Certificate" means an Idaho instructional certificate, pupil
 27 service staff certificate, or out-of-state educator certificate that
 28 meets the requirements for reciprocity under rules promulgated by the
 29 state board of education;

30 (b) In conjunction with the Idaho evaluation framework, "individual-
 31 ized professional learning plan" means an individualized professional
 32 development plan based on the Idaho framework for teaching evaluation
 33 and includes, at a minimum, identified interventions based on the indi-
 34 vidual's strengths and areas of needed growth, how the individual will
 35 set student achievement and growth goals, areas of identified profes-
 36 sional development and mentoring that target continuous improvement in
 37 professional areas, future student achievement, and school building or
 38 district culture;

39 ~~(4c) For the purposes of this section, "i"Instructional staff~~ means
 40 those involved in the direct instruction of a student or group of stu-
 41 dents and who hold a certificate issued under section 33-1201, Idaho
 42 Code~~;~~;

43 ~~(5d) For the purposes of this section, "p"Pupil service staff~~ means
 44 those who provide services to students but are not involved in direct
 45 instruction of those students~~,~~ and who hold a certificate issued under
 46 section 33-1201, Idaho Code; and

47 (e) "School district" means a school district or a public charter
 48 school.