



**Pocatello  
Chubbuck  
School District 25**

**Maximizing Learning For All Students  
Through Rigor, Relevancy and Relationships**

***Whatever It Takes!***

**Pocatello/Chubbuck School District No. 25  
Board Work Session with Legislators**

**Monday, November 30, 2015**

**4:30 p.m. – 6:00 p.m.**

Board Room at the Education Service Center  
3115 Pole Line Road  
Pocatello, ID 83201

*~ Refreshments will be provided ~*

1. **Welcome, Introductions and Statement of Purpose** – *Chair Gebhardt*
2. **Curriculum** – *Ms. Harwood and Mr. Orr*
  - Advanced Opportunities
  - Professional development support: *Unit development and implementation*
  - Leadership Premiums
  - Classroom technology funds: *Support and integration*
  - ISAT 2.0/SBAC testing challenges (*ISBA Resolution No. 10*)
3. **District #25 Funding / Fund Balance History** – *Mr. Reed and Mr. Smart*
  - Balancing the budget and fund balance history
  - Reliance of, and increase of supplemental levy
  - Operational needs: *lack of operational funding vs. earmarked funding*
  - Use it or lose it flexibility / class size / buying teacher prep periods
  - State distribution factor history
  - Career Ladder
4. **Human Resource Concerns** – *Ms. Pettit*
  - Depletion of applicant pools for teachers, administrators and classified staff
  - 2015-16 staffing summary: *Alternative Authorizations / Content Specialist*
  - Condition of salaries/wages and advocacy for all employee groups
  - Teacher & principal evaluations (*ISBA Resolution No. 8*)
  - Past job performance – IC 33-1210 (*ISBA Resolution No. 12*)
5. **ISBA Resolutions** – *Chair Gebhardt, Board of Trustees and Dr. Howell*
6. **Other**
  - All day Kindergarten
7. **Trustee/Legislators' Comments**
8. **Summarize and Take-Aways** – *Chair Gebhardt and Board*
9. **Adjourn**

**Pocatello/Chubbuck School District No. 25**

**Advanced Opportunities**  
2015-16 School Year – 1<sup>st</sup> Trimester

	<b>Number of Students</b>	<b>Number of Credits</b>	<b>Amount Approved</b>
Century High School	155	577	\$35,425
Highland High School	182	836	\$49,400
Pocatello High School	152	612	\$37,960
<b>Totals:</b>	<b>489</b>	<b>2,025</b>	<b>\$122,785</b>

**Leadership Premiums 2015-16**

**Total Budget**           675,515  
**Fringe Rate**               0.1897  
**Payment Total**         567,803.00

<b>Payment Date</b>	<b>Leadership Premiums</b>	<b>FTE</b>	<b>Payment</b>	<b>Total Payment</b>	<b>Funds Remaining</b>	<b>Fringes</b>	<b>Reimbursable Fringes</b>	<b>Local Funds Needed</b>	<b>Total State Funds Utilized</b>	<b>Total Funds Needed</b>
Jun	Unit Development	110	1,000.00	110,000.00	457,803.00	22,913.00	20,867.00	2,046.00	130,867.00	132,913.00
Dec/Jun	BLT *	199	1,000.00	199,000.00	258,803.00	41,451.70	37,750.30	3,701.40	236,750.30	240,451.70
Dec/Jun	Hard to Fill (NHC/ERR/DLP/Deaf Ed/Consulting Teacher) <i>(Limited to Certified Non-Itinerant Teaching Staff)</i>	43	1,500.00	64,500.00	194,303.00	13,435.35	12,235.65	1,199.70	76,735.65	77,935.35
Jun	Test Coordinators - MS	4	1,000.00	4,000.00	190,303.00	833.20	758.80	74.40	4,758.80	4,833.20
Jun	Test Coordinators - NHHS	1	850.00	850.00	189,453.00	177.06	161.25	15.81	1,011.25	1,027.06
Jun	ISAT Test Coordinators - CHS	1	1,200.00	1,200.00	188,253.00	249.96	227.64	22.32	1,427.64	1,449.96
Jun	ISAT Test Coordinators - HHS	1	1,300.00	1,300.00	186,953.00	270.79	246.61	24.18	1,546.61	1,570.79
Jun	ISAT Test Coordinators - PHS	1	1,000.00	1,000.00	185,953.00	208.30	189.70	18.60	1,189.70	1,208.30
Jun	Test Coordinators - Elementary	13	850.00	11,050.00	174,903.00	2,301.72	2,096.19	205.53	13,146.19	13,351.72
Dec/Jun	Math Coach	35	1,000.00	35,000.00	139,903.00	7,290.50	6,639.50	651.00	41,639.50	42,290.50
Dec/Jun	Writing Coaches	21	1,000.00	21,000.00	118,903.00	4,374.30	3,983.70	390.60	24,983.70	25,374.30
Dec/Jun	Prevention Specialists	2	1,000.00	2,000.00	116,903.00	416.60	379.40	37.20	2,379.40	2,416.60
Dec/Jun	RTI Coaches	21	1,000.00	21,000.00	95,903.00	4,374.30	3,983.70	390.60	24,983.70	25,374.30
Dec/Jun	Psychologists	8	1,000.00	8,000.00	87,903.00	1,666.40	1,517.60	148.80	9,517.60	9,666.40
Dec/Jun	Speech/Language Pathologist (Full Time)	8	1,000.00	8,000.00	79,903.00	1,666.40	1,517.60	148.80	9,517.60	9,666.40
Dec/Jun	Speech/Language Pathologist (Part Time)	3	850.00	2,550.00	77,353.00	531.17	483.74	47.43	3,033.74	3,081.17
Dec/Jun	Audiologist	1	1,000.00	1,000.00	76,353.00	208.30	189.70	18.60	1,189.70	1,208.30
Dec/Jun	Homebound Teachers	2	1,000.00	2,000.00	74,353.00	416.60	379.40	37.20	2,379.40	2,416.60
Dec/Jun	Juvenile Justice Teachers	1	1,000.00	1,000.00	73,353.00	208.30	189.70	18.60	1,189.70	1,208.30
Dec/Jun	Tech Training Specialists	2	1,000.00	2,000.00	71,353.00	416.60	379.40	37.20	2,379.40	2,416.60
Dec/Jun	District MVP Math Leader	1	1,000.00	1,000.00	70,353.00	208.30	189.70	18.60	1,189.70	1,208.30
Dec/Jun	District ELA and Math Coaches	2	1,000.00	2,000.00	68,353.00	416.60	379.40	37.20	2,379.40	2,416.60
Dec/Jun	District Writing Coaches	4	1,000.00	4,000.00	64,353.00	833.20	758.80	74.40	4,758.80	4,833.20
Dec/Jun	Adjustive Ed Social Worker (LMSW)	2	1,000.00	2,000.00	62,353.00	416.60	379.40	37.20	2,379.40	2,416.60
Dec/Jun	Dept Chairs - HS	18	1,600.00	28,800.00	33,553.00	5,999.04	5,463.36	535.68	34,263.36	34,799.04
Dec/Jun	Dept Chairs - MS	20	1,100.00	22,000.00	11,553.00	4,582.60	4,173.40	409.20	26,173.40	26,582.60
Dec/Jun	Dept Chair - NHHS	1	1,100.00	1,100.00	10,453.00	229.13	208.67	20.46	1,308.67	1,329.13
Dec/Jun	Dept Chairs - Special Ed - HS	3	1,600.00	4,800.00	5,653.00	999.84	910.56	89.28	5,710.56	5,799.84
Dec/Jun	Dept Chairs - Special Ed - NHHS	1	1,100.00	1,100.00	4,553.00	229.13	208.67	20.46	1,308.67	1,329.13
<b>Totals:</b>		<b>529</b>		<b>563,250.00</b>	<b>4,553.00</b>	<b>117,324.98</b>	<b>106,848.53</b>	<b>10,476.45</b>	<b>670,098.53</b>	<b>680,574.98</b>

**NOTE:** Per Idaho Code, the awards are allowed to be paid to the certified teaching personnel only; classified and administrative personnel are not eligible for the awards.

\* **Smallest Schools (5):** Lincoln Center; **Small Schools (7):** New Horizon Center, Washington, Edahow, Tendoy, Greenacres; **Medium Schools (9):** Irving, Chubbuck, Ellis, Gate City, Indian Hills, Jefferson, Lewis & Clark, Syringa, Tyhee, Wilcox; **Large Schools (10):** Alameda, Franklin, Hawthorne; **Largest Schools (13):** Century, Highland, Pocatello.

Revision Date: 6/2015

# Public School Foundation Program

	Appropriation <sup>1</sup> 2014-2015			JFAC 2015-2016			\$ Change			% Change		
	Public Schools	IESDB	Total	Public Schools	IESDB	Total	Public Schools	IESDB	Total	Public Schools	IESDB	Total
<b>1 REVENUES</b>												
a. General Fund <sup>1</sup>	\$1,366,298,500	\$8,299,900	\$1,374,598,400	\$1,469,125,900	\$8,378,500	\$1,477,504,400	\$102,827,400	\$78,600	\$102,906,000	7.5%	0.9%	7.5%
<b>STATE DEDICATED REVENUE</b>												
b. Endowment / Lands	\$31,292,400	\$128,400	\$31,420,800	\$32,758,800	\$150,000	\$32,908,800	\$1,466,400	\$21,600	\$1,488,000	4.7%	16.8%	4.7%
c. Miscellaneous	15,500,000	109,200	15,609,200	15,609,200	8,000,000	109,200	(7,500,000)	0	(7,500,000)	-48.4%	0.0%	-48.0%
d. Lottery Dividend / Interest on Cooperative Fund	18,820,000	0	18,820,000	17,250,000	0	17,250,000	(1,570,000)	0	(1,570,000)	-8.3%	NA	-8.3%
e. Bond Levy Equalization Fund	16,262,400	0	16,262,400	11,500,000	0	11,500,000	(4,762,400)	0	(4,762,400)	-29.3%	NA	-29.3%
f. Cigarette and Lottery Taxes	4,700,000	0	4,700,000	4,421,400	0	4,421,400	(278,600)	0	(278,600)	-5.9%	NA	-5.9%
<b>TOTAL STATE DEDICATED REVENUE</b>	<b>\$86,574,800</b>	<b>\$237,600</b>	<b>\$86,812,400</b>	<b>\$73,930,200</b>	<b>\$259,200</b>	<b>\$74,189,400</b>	<b>(\$12,644,600)</b>	<b>\$21,600</b>	<b>(\$12,623,000)</b>	<b>-14.6%</b>	<b>9.1%</b>	<b>-14.5%</b>
<b>TOTAL STATE REVENUES</b>	<b>\$1,452,873,300</b>	<b>\$8,537,500</b>	<b>\$1,461,410,800</b>	<b>\$1,543,056,100</b>	<b>\$8,637,700</b>	<b>\$1,551,693,800</b>	<b>\$90,182,800</b>	<b>\$100,200</b>	<b>\$90,283,000</b>	<b>6.2%</b>	<b>1.2%</b>	<b>6.2%</b>
g. FEDERAL REVENUES <sup>2</sup>	\$265,000,000	\$223,500	\$265,223,500	\$264,115,000	\$223,500	\$264,338,500	(\$885,000)	\$0	(\$885,000)	-0.3%	0.0%	-0.3%
<b>TOTAL REVENUES</b>	<b>\$1,717,873,300</b>	<b>\$8,761,000</b>	<b>\$1,726,634,300</b>	<b>\$1,807,171,100</b>	<b>\$8,861,200</b>	<b>\$1,816,032,300</b>	<b>\$89,297,800</b>	<b>\$100,200</b>	<b>\$89,398,000</b>	<b>5.2%</b>	<b>1.1%</b>	<b>5.2%</b>
<b>2 STATUTORY EXPENDITURES</b>												
a. Transportation	\$69,281,800	\$0	\$69,281,800	\$71,521,900	\$0	\$71,521,900	\$2,240,100	\$0	\$2,240,100	3.2%	NA	3.2%
b. Border Contracts	1,100,000	0	1,100,000	1,100,000	0	1,100,000	0	0	0	0.0%	NA	0.0%
c. Exceptional Contracts and Tuition Equivalents	5,065,600	0	5,065,600	5,065,600	0	5,065,600	0	0	0	0.0%	NA	0.0%
d. Salary-based Apportionment	781,570,700	0	781,570,700	226,108,500	0	226,108,500	(555,462,200)	0	(555,462,200)	-71.1%	NA	-71.1%
e. State-Paid Employee Benefits	148,363,900	0	148,363,900	42,992,800	0	42,992,800	(105,371,100)	0	(105,371,100)	-71.0%	NA	-71.0%
f. Career Ladder	0	0	0	703,764,800	0	703,764,800	703,764,800	0	703,764,800	NA	NA	NA
g. Additional Salary-based Apportionment for H126	0	0	0	1,720,400	0	1,720,400	1,720,400	0	1,720,400	NA	NA	NA
h. Review of Career Ladder Teacher Evaluations	0	0	0	300,000	0	300,000	300,000	0	300,000	NA	NA	NA
i. Leadership Awards / Premiums	15,800,000	0	15,800,000	16,062,700	0	16,062,700	262,700	0	262,700	1.7%	NA	1.7%
j. Teacher Incentive Award (Nat'l Bd Cert)	90,000	0	90,000	90,000	0	90,000	0	0	0	0.0%	NA	0.0%
k. Idaho Safe and Drug-Free Schools	2,534,300	0	2,534,300	4,421,400	0	4,421,400	1,887,100	0	1,887,100	74.5%	NA	74.5%
l. Bond Levy Equalization Support Program	19,600,000	0	19,600,000	19,400,000	0	19,400,000	(200,000)	0	(200,000)	-1.0%	NA	-1.0%
m. Charter School Facilities	2,100,000	0	2,100,000	4,200,000	0	4,200,000	2,100,000	0	2,100,000	100.0%	NA	100.0%
n. Idaho Digital Learning Academy	6,664,400	0	6,664,400	7,152,600	0	7,152,600	488,200	0	488,200	7.3%	NA	7.3%
o. School Facilities Funding (lottery)	12,570,000	0	12,570,000	17,250,000	0	17,250,000	4,680,000	0	4,680,000	37.2%	NA	37.2%
p. School Facilities Maintenance Match	1,716,000	0	1,716,000	5,485,000	0	5,485,000	3,769,000	0	3,769,000	219.6%	NA	219.6%
q. Advanced Opportunities	640,600	0	640,600	6,000,000	0	6,000,000	5,359,400	0	5,359,400	836.6%	NA	836.6%
r. High School Redesign - Math / Science	4,850,000	0	4,850,000	5,018,000	0	5,018,000	168,000	0	168,000	3.5%	NA	3.5%
s. School District Strategic Planning	326,000	0	326,000	652,000	0	652,000	326,000	0	326,000	100.0%	NA	100.0%
t. Mastery Based System Pilot	0	0	0	400,000	0	400,000	400,000	0	400,000	NA	NA	NA
u. Online Class Portal	0	0	0	150,000	0	150,000	150,000	0	150,000	NA	NA	NA
<b>3 NON-STATUTORY EXPENDITURES</b>												
a. Technology	10,400,000	0	10,400,000	13,000,000	0	13,000,000	2,600,000	0	2,600,000	25.0%	NA	25.0%
b. Wireless Infrastructure (Wi-Fi)	0	0	0	2,063,200	0	2,063,200	2,063,200	0	2,063,200	NA	NA	NA
c. Technology Pilot Projects	3,000,000	0	3,000,000	0	0	0	(3,000,000)	0	(3,000,000)	-100.0%	NA	-100.0%
d. IT Staffing	2,500,000	0	2,500,000	2,500,000	0	2,500,000	0	0	0	0.0%	NA	0.0%
e. Instructional Management System (IMS) Maintenance	4,500,000	0	4,500,000	3,596,000	0	3,596,000	(904,000)	0	(904,000)	-20.1%	NA	-20.1%
f. Student Achievement Assessments	1,703,500	0	1,703,500	1,703,500	0	1,703,500	0	0	0	0.0%	NA	0.0%
g. Math Initiative, Reading Initiative, Remediation	10,500,000	0	10,500,000	9,850,000	0	9,850,000	(650,000)	0	(650,000)	-6.2%	NA	-6.2%
h. Limited English Proficient (LEP)	4,000,000	0	4,000,000	4,000,000	0	4,000,000	0	0	0	0.0%	NA	0.0%
i. Administrative Evaluation	300,000	0	300,000	300,000	0	300,000	0	0	0	0.0%	NA	0.0%
j. Professional Development (Idaho Core, District Funding, and PD 360)	12,155,000	0	12,155,000	13,325,000	0	13,325,000	1,170,000	0	1,170,000	9.6%	NA	9.6%
k. Content and Curriculum	5,000,000	0	5,000,000	2,554,000	0	2,554,000	(2,446,000)	0	(2,446,000)	-48.9%	NA	-48.9%
<b>4 FEDERAL EXPENDITURES</b>	<b>265,000,000</b>	<b>0</b>	<b>265,000,000</b>	<b>264,115,000</b>	<b>0</b>	<b>264,115,000</b>	<b>(885,000)</b>	<b>0</b>	<b>(885,000)</b>	<b>-0.3%</b>	<b>NA</b>	<b>-0.3%</b>
<b>5 IDAHO EDUCATIONAL SERVICES FOR THE DEAF &amp; THE BLIND</b>												
a. Campus	0	5,477,800	5,477,800	0	5,771,700	5,771,700	0	293,900	293,900	NA	5.4%	5.4%
b. Outreach	0	3,283,200	3,283,200	0	3,089,500	3,089,500	0	(193,700)	(193,700)	NA	-5.9%	-5.9%
<b>TOTAL EXPENDITURES</b>	<b>\$1,391,331,800</b>	<b>\$8,761,000</b>	<b>\$1,400,092,800</b>	<b>\$1,455,862,400</b>	<b>\$8,861,200</b>	<b>\$1,464,723,600</b>	<b>\$64,530,600</b>	<b>\$100,200</b>	<b>\$64,630,800</b>	<b>4.6%</b>	<b>1.1%</b>	<b>4.6%</b>
<b>6 PUBLIC EDUCATION STABILIZATION FUNDS</b>	<b>\$0</b>			<b>\$0</b>			<b>\$0</b>			<b>NA</b>		
<b>7 NET STATE FUNDING</b>	<b>\$326,541,500</b>			<b>\$351,308,700</b>			<b>\$24,767,200</b>			<b>7.6%</b>		
<b>8 SUPPORT UNITS</b>	<b>14,577</b>			<b>14,719</b>			<b>142</b>			<b>1.0%</b>		
<b>9 DISTRIBUTION FACTOR</b> (includes \$300 for Safe Environment Provisions)	<b>\$22,401.15</b>			<b>\$23,868</b>			<b>\$1,466.85</b>			<b>6.5%</b>		

<sup>1</sup> Includes FY 2016 Additional appropriation of \$1,720,400 for HB126

<sup>2</sup> Includes FY 2015 Supplemental Request of \$50,000,000



**State Base Salary and School District No. 25 State Funded Salary History**

		<u>1999-2000</u>	<u>2000-2001</u>	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	
Administrative	Base Salary	30,599	32,000	33,760	33,760	33,760	33,760	33,760	34,773	35,816	36,532	
	Pct Change	3.00%	4.58%	5.50%	0.00%	0.00%	0.00%	0.00%	3.00%	3.00%	2.00%	
	Pct of Total Sal Funded by State	79.67%	88.58%	93.36%	90.96%	96.54%	91.66%	94.19%	89.72%	88.39%	94.00%	
		<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012*</u>	<u>2012-2013*</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>				
	Base Salary	34,705	32,441	31,301	31,301	31,833	32,151	33,116				
	Base Prior to 5th Element Reduction	n/a	n/a	31,833	31,833	n/a	n/a	n/a				
	Pct Change	-5.00%	-6.52%	-1.87%	0.00%	0.00%	1.00%	3.00%				
	Pct of Total Sal Funded by State	93.13%	90.53%	89.31%	88.89%	88.38%						
	Change since FY 2000	13.42%	6.02%	2.30%	2.30%	4.03%	5.07%	8.23%				
	Cumulative Reduction from FY 2009	-5.00%	-11.20%	-12.86%	-12.86%	-12.86%	-11.99%	-9.35%				
Reduction Equivalent on SD25 Schedule	-4.66%	-10.14%	-11.49%	-11.43%	-11.37%	-10.60%	-8.26%					
Classified		<u>1999-2000</u>	<u>2000-2001</u>	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	
	Base Salary	16,232	17,500	18,463	18,463	18,463	18,648	18,648	19,207	19,783	20,376	
	Pct Change	3.00%	7.81%	5.50%	0.00%	0.00%	1.00%	0.00%	3.00%	3.00%	3.00%	
	Pct of Total Sal Funded by State	65.18%	71.35%	68.31%	70.32%	67.76%	68.41%	71.42%	69.61%	69.39%	69.88%	
		<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012*</u>	<u>2012-2013*</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>				
	Base Salary	19,840	19,041	18,372	18,740	19,058	19,249	19,826				
	Base Prior to 5th Element Reduction	n/a	n/a	18,684	19,058	n/a	n/a	n/a				
	Pct Change	-2.63%	-4.03%	-1.87%	2.00%	0.00%	1.00%	3.00%				
	Pct of Total Sal Funded by State	69.24%	76.79%	70.25%	70.95%	72.54%						
	Change since FY 2000	22.23%	17.31%	13.18%	15.45%	17.41%	18.59%	22.14%				
Cumulative Reduction from FY 2009	-2.63%	-6.55%	-8.30%	-6.47%	-6.47%	-5.53%	-2.70%					
Reduction Equivalent on SD25 Schedule	-1.82%	-5.03%	-5.83%	-4.59%	-4.69%	-4.01%	-1.96%					
Certified		<u>1999-2000</u>	<u>2000-2001</u>	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	
	Base Salary	20,915	22,000	23,210	23,210	23,210	23,210	23,210	23,906	24,623	25,231	
	Pct Change	3.00%	5.19%	5.50%	0.00%	0.00%	0.00%	0.00%	3.00%	3.00%	2.47%	
	Pct of Total Sal Funded by State	81.14%	84.21%	85.46%	84.05%	83.16%	82.95%	83.26%	83.25%	83.33%	84.04%	
	Contracted Days	190	190	190	190	190	190	190	190	190	190	
	Minimum Salary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30,000	31,000	31,750	
		<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012*</u>	<u>2012-2013*</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>				
	Base Salary	24,567	23,565	22,737	22,737	23,123	23,354	24,055				
	Base Prior to 5th Element Reduction	n/a	n/a	23,123	23,123	n/a	n/a	n/a				
	Pct Change	-2.63%	-4.08%	-1.88%	0.00%	0.00%	1.00%	3.00%				
Pct of Total Sal Funded by State	82.81%	82.35%	83.20%	82.35%	85.83%							
Contracted Days	188	180.5	180.5	180.5	180.5	180.5						
Minimum Salary	30,915	29,655	30,000	30,500	31,000	31,750						
Change since FY 2000	17.46%	12.67%	8.71%	8.71%	10.56%	11.66%	15.01%					
Cumulative Reduction from FY 2009	-2.63%	-6.60%	-8.35%	-8.35%	-8.35%	-7.44%	-4.66%					
Reduction Equivalent on SD25 Schedule	-2.18%	-5.44%	-6.95%	-6.88%	-7.17%	-6.39%	-4.00%					

\*5th Element Adjustment on Salary Apportionment = 1.67%

FY 2015 Schedule - With Updates (7/20/2015)

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$31,750	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,123	\$32,248	\$32,374	\$34,189
2	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$32,248	\$32,374	\$34,189	\$36,105
3	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$32,374	\$34,189	\$36,105	\$38,130
4	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$34,189	\$36,105	\$38,130	\$40,267
5	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$36,105	\$38,130	\$40,267	\$42,524
6	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$38,130	\$40,267	\$42,524	\$44,908
7	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$44,908	\$40,267	\$42,524	\$44,908	\$47,426
8	\$34,189	\$38,130	\$40,267	\$42,524	\$44,908	\$47,426	\$42,524	\$44,908	\$47,426	\$50,084
9	\$34,189	\$38,130	\$42,524	\$44,908	\$47,426	\$50,084	\$44,908	\$47,426	\$50,084	\$52,892
10	\$34,189	\$38,130	\$42,524	\$48,138	\$50,836	\$53,686	\$48,138	\$50,836	\$53,686	\$56,696

FY 2016 Schedule Overlaid with Ladder Values

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$35,385
2	\$33,200	\$33,200	\$33,822	\$33,822	\$33,822	\$35,385	\$33,822	\$33,822	\$35,385	\$37,370
3	\$34,222	\$34,222	\$34,422	\$34,422	\$35,385	\$37,370	\$35,385	\$35,385	\$37,370	\$39,465
4	\$34,222	\$34,222	\$34,422	\$35,385	\$37,370	\$39,465	\$35,385	\$37,370	\$39,465	\$41,675
5	\$34,222	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$37,370	\$39,465	\$41,675	\$44,015
6	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$44,015	\$39,465	\$41,675	\$44,015	\$46,479
7	\$35,385	\$37,369	\$39,465	\$41,675	\$44,015	\$46,480	\$41,675	\$44,015	\$46,479	\$49,085
8	\$35,385	\$39,465	\$41,675	\$44,015	\$46,480	\$49,085	\$44,015	\$46,479	\$49,085	\$51,835
9	\$35,385	\$39,465	\$44,015	\$46,480	\$49,085	\$51,835	\$46,479	\$49,085	\$51,835	\$54,745
10	\$35,385	\$39,465	\$44,015	\$49,085	\$51,835	\$55,565	\$49,085	\$51,835	\$54,745	\$58,680

No Full-Time Teacher will be paid less than \$32,703

Percent Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	4.57%	4.16%	3.76%	3.35%	2.95%	2.55%	3.35%	2.95%	2.55%	3.50%
2	4.16%	3.76%	5.29%	4.88%	4.47%	3.50%	4.88%	4.47%	3.50%	3.50%
3	6.95%	6.53%	6.74%	6.33%	3.50%	3.50%	9.30%	3.50%	3.50%	3.50%
4	6.53%	6.12%	6.33%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
5	6.12%	5.71%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.51%
6	5.71%	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%
7	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%
8	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%
9	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
10	3.50%	3.50%	3.51%	1.97%	1.97%	3.50%	1.97%	1.97%	3.50%	3.50%

\* Stipends to get to 3.5% = \$55,900 (\$31,425 over allocation)

Matrix to Ladder Mapping

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	R2	R2	R2	R2	R2	R2	R2	R2	R2	R4
2	R2	R2	R3	R3	R3	R4	R3	R3	R4	R5
3	P1	P1	P1	P1	P2	P3	P1	P1	P2	P3
4	P1	P1	P1	P2	P3	P4	P1	P2	P3	P4
5	P1	P1	P2	P3	P4	P5	P2	P3	P4	P5
6	P1	P2	P3	P4	P5	P6	P3	P4	P5	P6
7	P2	P6	P4	P5	P6	P7	P4	P5	P6	P7
8	P2	P10	P5	P6	P7	P8	P5	P6	P7	P8
9	P2	P10	P6	P7	P8	P9	P6	P7	P8	P9
10	P2	P10	P6	P8	P9	P10	P7	P8	P9	P10

Residency	Move In?	Professional			Ed Allotment		
		BA Only Salary	BA+24 Salary	MA+ Salary	\$ 400 BA24+	\$ 700 M+	
1	32,703	Y	34,222	34,422	35,385		
2	33,200	Y	35,385	35,385	37,370	3.40%	2.80%
3	33,822	Y	35,871	37,370	39,465	1.37%	5.61%
4			36,364	39,465	41,675	1.37%	5.61%
5			36,863	41,675	44,015	1.37%	5.60%
6			37,369	44,015	46,479	1.37%	5.61%
7			37,883	46,480	49,085	1.37%	5.60%
8			38,403	49,085	51,835	1.37%	5.60%
9			38,930	51,835	54,745	1.37%	5.60%
10			39,465	55,565	58,680	1.37%	7.20%

0.016965 0.013734 0.054647 0.057811 -\$35,831 <--Funds Remaining

R4 / R5 is for the convenience of the employer and movement will not occur into that spot - current staff in will move to P1 in future years

Dollar Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$1,450	\$1,326	\$1,202	\$1,077	\$952	\$826	\$1,077	\$952	\$826	\$1,196
2	\$1,326	\$1,202	\$1,699	\$1,574	\$1,448	\$1,196	\$1,574	\$1,448	\$1,196	\$1,265
3	\$2,224	\$2,099	\$2,174	\$2,048	\$1,196	\$1,265	\$3,011	\$1,196	\$1,265	\$1,335
4	\$2,099	\$1,974	\$2,048	\$1,196	\$1,265	\$1,335	\$1,196	\$1,265	\$1,335	\$1,408
5	\$1,974	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,265	\$1,335	\$1,408	\$1,491
6	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,491	\$1,335	\$1,408	\$1,491	\$1,571
7	\$1,196	\$1,264	\$1,335	\$1,408	\$1,491	\$1,572	\$1,408	\$1,491	\$1,571	\$1,659
8	\$1,196	\$1,335	\$1,408	\$1,491	\$1,572	\$1,659	\$1,491	\$1,571	\$1,659	\$1,751
9	\$1,196	\$1,335	\$1,491	\$1,572	\$1,659	\$1,751	\$1,571	\$1,659	\$1,751	\$1,853
10	\$1,196	\$1,335	\$1,491	\$947	\$999	\$1,879	\$947	\$999	\$1,059	\$1,984

# 2016 Proposed Resolutions

*Resolutions representing the aims and purpose of the Idaho School Boards Association (ISBA) legislative and otherwise, shall be considered one of the most important functions of the Annual Convention. Resolutions adopted at the Annual Convention automatically remain valid policy of the ISBA for a period of two years unless otherwise acted upon.*

**(ISBA Bylaws, Article X)**

No.*	Resolution	Submitted by
1	Public Notice Alternatives	Castleford
2	Election Signature Consistency	Castleford
3	Local Option Sales Tax for School Construction	Lewiston
4	Discussion of Sale of Public Property within Executive Session	Cottonwood, Moscow
5	Parental Rights	Pocatello/Chubbuck
6	Extra Day Contracts	Weiser
7	Optimize the Reimbursement to the School-Based Medicaid Program	Twin Falls, American Falls, Jerome
8	Teacher and Principal Evaluation Timeline	Genesee
9	Administrators in Districts with Remote Schools	Orofino, Mountain View, Fremont
10	Beyond the Smarter Balanced Assessment Consortium Test	Boise
11	Public Works Construction	Boundary County
12	Information on Past Job Performance Requirements	Moscow

\*Resolutions were numbered pursuant to the order in which they were received.



**2016 ISBA RESOLUTION NO. 1**

**PUBLIC NOTICE ALTERNATIVES**

**WHEREAS**, Idaho Code requires school districts to post budget hearings, annual meetings, bid notices, property disposal, and financial emergency declarations in the local newspaper; and

**WHEREAS**, Idaho Code requires financial items such as expenditures, budgets, and master agreements to be posted regularly to district websites for transparency; and

**WHEREAS**, publication costs for newspaper legal notices have increased; and

**WHEREAS**, more individuals are seeking information and transparency from district websites; and

**WHEREAS**, some local newspapers in Idaho are closing;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association will work with the Idaho Legislature to amend Idaho Code to allow website posting alternatives to traditional newspaper public notice postings.

**STATEMENT OF PURPOSE**

Districts continue to strive for transparency and fiscal responsibility. With the rise of information available on the internet, districts have the opportunity to reach more patrons and reduce expenses by having alternatives to traditional newspaper legal postings.

**Submitted by Castleford School District No. 417**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Lisa Knudson of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

**2016 ISBA RESOLUTION NO. 2**

**ELECTION SIGNATURE CONSISTENCY**

**WHEREAS**, Idaho Code requires trustee election candidates to submit signatures of qualified constituent support from within trustee zones; and

**WHEREAS**, write-in candidates are not required to submit signatures of qualified constituent support from within trustee zones;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code to provide consistency in patron signature requirements for election candidates and write-in candidates.

**STATEMENT OF PURPOSE**

Traditional school board trustee candidates and write-in trustee candidates must meet all of the same electorate requirements, except for the supportive signatures. Requiring write-in candidates to submit qualified elector signatures of support creates consistency and shows the candidate has support from within the zone.

**Submitted by Castleford School District No. 417**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Jason Knopp of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

**2016 ISBA RESOLUTION NO. 3**

**LOCAL OPTION SALES TAX FOR SCHOOL CONSTRUCTION**

**WHEREAS**, the State of Idaho grants school districts the authority to issue negotiable coupon bonds to finance the construction of school facilities and capital improvements in amounts restricted by Section 33-1103(3), Idaho Code upon the approval of 66.67% of the voters in the district; and

**WHEREAS**, Idaho Code provides for repayment of such school bonds by the levy of taxes on real and personal property situated in the district; and

**WHEREAS**, the question of a bond levy for the construction of a new facility in school districts is oftentimes presented to the voters numerous times and school districts are still unable to garner the required 66.67% in favor of the question; and

**WHEREAS**, after the unsuccessful bond levy elections, many electors consistently express agreement that the facility is in need of repair or replacement, despite the electors' objections to a property tax levy; and

**WHEREAS**, many constituents have indicated support for a local option sales tax to finance the construction of facilities and have encouraged districts to work with the Idaho Legislature to provide the mechanism to permit submittal of such a question to the electors for authorization;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association support changes to Title 67, Idaho Code to provide for authority of school districts to submit to the qualified school district electors the question as to whether the board shall be empowered to levy a local option sales tax for the repayment of principal and interest on negotiable coupon bonds financing the purchase, construction, or capital renovation of school facilities for a period of time not to exceed thirty (30) years.

**STATEMENT OF PURPOSE**

School districts statewide have found it difficult to pass traditional bond levies with the required 66.67% majority. Electors have expressed concern that the levy of tax on real and personal property places a disproportionate burden on the owners of real estate as a basis for their unwillingness to support bond levy elections. These electors further have expressed a preference for a local option sales tax as a mechanism to provide funding for school construction because the sales tax is borne by a broader range of the population.

**Submitted by Lewiston Independent School District No. 340**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: NO RECCOMENDATION**

Jim Stoor of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

**2016 ISBA RESOLUTION NO. 4**

**DISCUSSION OF SALE OF PUBLIC PROPERTY WITHIN EXECUTIVE SESSION**

**WHEREAS**, Section 74-206 (c), Idaho Code allows a governing body of a public agency to go into Executive Session to consider acquiring “an interest in real property which is not owned by a public agency”; and

**WHEREAS**, Idaho Code does not allow executive session discussions regarding the sale of real property either to a public agency, commercial entity, or private individual; and

**WHEREAS**, upon receipt of an offer to a public agency for the purchase of real property, a governing body needs to discuss acceptable counteroffers and other applicable conditions regarding such sale;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code to include language to allow deliberations on the sale of real property which is owned by a public agency within executive session.

**STATEMENT OF PURPOSE**

A school district must be able to discuss the sale of real property and its acceptance of counteroffers within executive session. If an interested party makes an offer on real property, a public agency needs to be able to privately discuss acceptable counteroffers without public knowledge of their final acceptable price. If these deliberations take place in open meetings, the interested party will make the lowest offer as discussed by the board.

**Submitted by Cottonwood School District No. 242**  
**Submitted by Moscow School District No. 281**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Mike Vuittonet of the ISBA Executive Board will address the Executive Board’s recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

**2016 ISBA RESOLUTION NO. 5**

**PARENTAL RIGHTS**

**WHEREAS**, the 2015 Idaho Legislature enacted House Bill No. 113a which enhances Parental Rights; and

**WHEREAS**, school districts across the State of Idaho will be obligated to abide by this legislation; and

**WHEREAS**, school districts also remain obligated to comply with state and federal mandates for the governance of school districts; and

**WHEREAS**, the Idaho School Board Association supports local school districts in their endeavors to meet state and federal mandates and the matters of local control; and

**WHEREAS**, school districts across the State may experience challenges from parents who claim that their rights may be violated by school districts, as school districts comply with various state and federal mandates;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association will maintain a log of incidents that school districts are addressing in working with parents who take exception to various districts practices, and will work with the education community to communicate to the Idaho Legislature the impact of the exceptions on district personnel and district budgets, and will work with the Idaho Legislature to hold at bay any expansion of the parental rights in regard to education as outlined in House Bill No. 113a.

**STATEMENT OF PURPOSE**

School boards across the State are required to meet various state and federal mandates setting forth the governance of the districts with consistency and fairness for all.

**Submitted by the Pocatello/Chubbuck School District No. 25**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Janie Gebhardt of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

**2016 ISBA RESOLUTION NO. 6**

**EXTRA DAY CONTRACTS**

**WHEREAS**, some districts choose to pay certain certificated pupil personnel employees for extended days beyond the standard teaching contract (school counselors, speech language pathologists, school psychologists, etc.); and

**WHEREAS**, some districts receive funds from the Division of Professional Technical Education to pay professional-technical teachers for extended days beyond the standard teaching contract; and

**WHEREAS**, extended days are currently considered part of the certificated employee's regular duties, but fall outside the terms of the regular teaching contract; and

**WHEREAS**, school districts are required to issue contracts to all certificated employees using a state approved contract which does not differentiate between regular days and extended days; and

**WHEREAS**, the inclusion of extended days on a standard teaching contract creates a property right for certificated employees and may create an unintended financial burden on a district's budget;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work to change Idaho Code and the state standard teaching contract to add a separate extended days contract for certain certificated employees and give districts more control over the terms and conditions under which extended days are assigned to certain certificated employees.

**STATEMENT OF PURPOSE**

Idaho Code does not define extended days for Pupil Personnel or Professional Technical Education instructors or address how they are paid for and assigned making them ineligible for supplemental contracts because they include compensation for duties related to their regular school assignment. The inclusion of extended days on the standard teaching contract creates a property right for the employee with the potential to create a significant financial obligation for school districts which may not have the resources to fully fund that obligation. Local school boards should have the flexibility and authority to establish contracts for extended days without tying such to the standard teaching contract.

**Submitted by Weiser School District No. 431**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Lacey MacKenzie-Yraguen of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2016 ISBA RESOLUTION NO. 7**

### **OPTIMIZE REIMBURSEMENTS TO THE SCHOOL-BASED MEDICAID PROGRAM**

**WHEREAS**, the federal Individual with Disabilities Act (IDEA) governs all state and local education agencies (LEAs) that provide specially designed instructional services to all eligible children with disabilities between the ages of three and twenty-one to receive special education and health-related services under Part B of IDEA; and

**WHEREAS**, school districts are simultaneously facing tighter budgets and growing populations of children with special needs; and

**WHEREAS**, the federal government will reimburse with federal, not state, Medicaid dollars, 70% of school districts' expenditures on health-related services for eligible children with disabilities; and

**WHEREAS**, state and local education dollars are spent to fund this program where federal dollars are available for reimbursement but are not being fully accessed; and

**WHEREAS**, in January, 2013 the Idaho School Boards Association and the Idaho Association of School Administrators co-signed a letter to the regional Medicaid Services director, asking for "guidance and intervention" into Idaho's lack of an interagency agreement between the Idaho Department of Health and Welfare (DHW) and the Idaho State Department of Education (SDE) specific to this program; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the DHW and the SDE does not provide effective and appropriate guidance for the School-Based Medicaid program; and

**WHEREAS**, it is estimated that between \$10 million and \$40 million of federal reimbursements to Idaho's School Based Medicaid Program are going unclaimed annually by Idaho school districts;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho Schools Boards Association will work with the Idaho Legislature and other stakeholders to ensure that districts can fully optimize federal reimbursements to the School-Based Medicaid Program.

### **STATEMENT OF PURPOSE**

In recent years, school district special education personnel have been forced to shift their focus away from students and instead spend precious resources on burdensome – and in some cases, unique – regulations associated with the School-Based Medicaid Program. The Idaho School Boards Association is concerned that the needs of school children and special education teachers are not being met with respect to this program, due in part to a lack of funding. With millions of reimbursement dollars available, Idaho should be incentivizing districts to maximize those reimbursements, not discouraging participation.

**Submitted by Twin Falls School District No. 411**

**Submitted by American Falls School District No. 318**

**Submitted by Jerome School District No. 261**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Kim Campbell of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**



**2016 ISBA RESOLUTION NO. 8**

**TEACHER AND PRINCIPAL EVALUATION PLANNING TIMELINE**

**WHEREAS**, Idaho Code and administrative rules require school districts to complete teacher and principal evaluations no later than May 1 annually; and

**WHEREAS**, these timelines do not allow evaluations to be based on timely and accurate student Idaho Standard Achievement Test (ISAT) data; and

**WHEREAS**, the purpose of the administrative rules was to have 33% of all certificated instructional staff and principals evaluations based on of objective measures of growth in student achievement including the ISAT; and

**WHEREAS**, administering the ISAT is not completed until mid-May and final student performance data is not released annually until after May 1 which does not allow adequate time to process student data and growth information; and

**WHEREAS**, Idaho Code requires that all certificated teacher and principal evaluations be completed, reviewed, and updated annually no later than May 1, it is impossible to use current ISAT scores to determine a teachers effectiveness with the group of students that they are currently instructing;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code to extend the timeline for annual review and update to a June 1 deadline.

**STATEMENT OF PURPOSE**

Administrators across the State need adequate time to receive and analyze data in which to evaluate certificated staff using student data that is timely and meaningful. The current timeline set forth in Idaho Code is limiting this ability for analysis and use in developing plans that would foster student growth.

**Submitted by Genesee Joint School District No. 282**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Wally Hedrick of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

**2016 ISBA RESOLUTION NO. 9**

**ADMINISTRATORS IN DISTRICTS WITH REMOTE SCHOOLS**

**WHEREAS**, the state funding formula for schools funds administrators on the basis of district enrollment and average daily attendance rather than by building sites; and

**WHEREAS**, the need for administrators in districts with remote school sites is not directly a function of enrollment; and

**WHEREAS**, a small remote school with eight or more certified staff and eighty students requires an additional part time administrator;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature and the Idaho State Board of Education to amend Idaho Code and administrative rules that determines the number of administrators funded for districts with “remote schools” as defined in Section 33-1003 (3), Idaho Code to consider the need for administrators in the remote school.

**STATEMENT OF PURPOSE**

Six school districts in Idaho operate a remote school site as defined by Section 33-1003 (3), Idaho Code. The Idaho School Boards Association will advocate for additional administrator support for districts with remote school sites. Due to the small student population in our individual school buildings which are at sites significantly distant from other district sites, we do not receive an adequate number of administrative units to staff our schools. An additional administrative unit for each district would have a very small impact on the State’s educational funding package and provide the six districts with remote schools administrative funding on a par with the other 105+ school districts in Idaho.

**Submitted by Orofino Joint School District No. 171**  
**Submitted by Mountain View School District No. 244**  
**Submitted by Fremont School District No. 215**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Barb Dixon of the ISBA Executive Board will address the Executive Board’s recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2016 ISBA RESOLUTION NO. 10**

### **BEYOND THE SMARTER BALANCED ASSESSMENT CONSORTIUM (SBAC) TEST**

**WHEREAS**, the Idaho Core Standards (adopted from the Common Core State Standards) are a set of high-quality, rigorous academic standards that will help school districts to achieve the Idaho State Board of Education's goal that 60% of Idaho high school graduates have a college degree or certificate of value by 2020; and

**WHEREAS**, as our students have increased access to rigorous standards and content, their chances of succeeding after high school improve; and

**WHEREAS**, by their very nature, the Idaho Core Standards when paired with locally-written curricula prepare Idaho students for the challenges of accelerated coursework, Advanced Placement, International Baccalaureate and Dual-Credit courses and college entrance exams such as the Scholastic Aptitude Test (SAT); and

**WHEREAS**, results of the spring 2015 SBAC indicate a high correlation between test scores and poverty; and

**WHEREAS**, the student data from the SBAC provide little actionable information upon which meaningful improvements to classroom instruction can be based; and

**WHEREAS**, Idaho State Board of Education rule mandates that members of the high school class of 2018 (current sophomores) and thereafter must pass the SBAC and Science End of Course assessment or satisfy an alternate route in order to graduate from high school; and

**WHEREAS**, Idaho State Board of Education rule mandates testing of 9<sup>th</sup> graders in spring, 2016, though the federal NCLB law does not require testing of 9<sup>th</sup> graders; and

**WHEREAS**, early SBAC test experience in other states has shown that the increased length of the test, at 8 hours or more, is causing unnecessary stress and anxiety for students, particularly among the youngest and most vulnerable learners; and

**WHEREAS**, the longer SBAC test has necessarily increased the testing window from 4 weeks to 8 weeks, thereby extending the period of time when classroom instruction is disrupted by unavailable computer labs and incomplete classrooms. Many teachers surveyed are concerned that testing has become a major distraction in their classrooms; and

**WHEREAS**, the State contract with SBAC exists for two more years;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho State Board of Education, the Idaho Legislature, and the Idaho State Department of Education to:

a) Eliminate the requirement that students pass a high stakes "college readiness" assessment prior to graduating from high school.

b) Ensure that students are not required to take NCLB assessments outside the grade levels required by the federal government.

c) Prior to the conclusion of the SBAC contract, create criteria for adoption of a test that satisfies federal standards, provides consistent, detailed feedback about academic strengths and weaknesses based on Idaho Core Standards to students, parents, and teachers, and can be administered in a reasonable amount of time.

### **STATEMENT OF PURPOSE**

Idaho State Department of Education officials and SBAC representatives estimate that it takes each student 6 - 8 ½ hours on average to complete the test. Over one million hours of instructional time at grades 3-10 will be lost each year in the State of Idaho just for the SBAC. This is more than twice as much time as was taken for the ISAT. In addition, data received on student performance is too vague and too broad to provide any insight on how instruction may be improved. Further, student passage of the SBAC is a high school graduation requirement beginning with the class of 2018, though no evidence exists that the SBAC predicts success in college. Finally, though the recent PDK/Gallup poll of attitudes about education indicated that 64% of respondents believe that testing is “out of control”, the Idaho State Board of Education will expand required testing to include 9<sup>th</sup> grade in 2016.

Therefore, we recommend removing student passage of the SBAC as a high school graduation requirement, adhering only to required federal grade-level testing guidelines, and beginning the work now to prioritize the criteria for an assessment that will provide meaningful data to better inform and improve instruction.

**Submitted by Boise School District No. 1**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: NO RECOMMENDATION**

Tom Hearn of the ISBA Executive Board will address the Executive Board’s recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

**2016 ISBA RESOLUTION NO. 11**

**PUBLIC WORKS CONSTRUCTION**

**WHEREAS**, Section 67-2805, Idaho Code regarding procurement of public works construction addresses a political subdivision’s ability to hire a public works company for construction purposes; and

**WHEREAS**, this statute requires political subdivisions to hire the qualified public works company that proposes the lowest bid for any construction endeavor in excess of twenty- five thousand dollars (\$25,000); and

**WHEREAS**, this requirement has been a limiting factor in a district’s ability to provide quality facilities for its community; and

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code and allow political subdivisions to choose whichever bid they believe is going to provide the best quality product for their community.

**STATEMENT OF PURPOSE**

Most school districts are using plant facility levy dollars or funds from bonds to pay for construction purposes. Those levies and bonds are paid for using taxpayer dollars. Most taxpayers prefer to have the school district use local contractors because they understand that those dollars are being returned to help their community. With the current law, that is not always an option because the school district is forced to use the lowest bid. This resolution would allow some flexibility with that decision.

**Submitted by Boundary County School District No. 101**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Scott Tverdy of the ISBA Executive Board will address the Executive Board’s recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

## **2016 ISBA RESOLUTION NO. 12**

### **INFORMATION ON PAST JOB PERFORMANCE REQUIREMENTS**

**WHEREAS**, Section 33-1210 (2)(a), Idaho Code requires all Idaho school districts to obtain a signed statement from an applicant authorizing the applicant's current and past employers, including employers outside of the State of Idaho, to release to the hiring school district all information related to job performance and/or job related conduct; and

**WHEREAS**, Section 33-1210 (2)(b), Idaho Code requires all Idaho school districts to obtain documentation relating to the job performance or job related conduct of any employee/applicant as defined, and may be limited, by the producing district to include: all annual evaluations, letters of reprimand, letters of direction, letters of commendation or award, disciplinary actions and documentation of disciplinary investigations, recommendations for probation, notices of probation, notices of removal from probation, recommendations for termination or nonrenewal, notices from the Professional Standards Commission of Idaho or any other such similar state agency of action taken against an individual's certificate and any rebuttal documentation filed by the employee related to any of the above documents; and

**WHEREAS**, Section 33-1210 (2)(c), Idaho Code requires all Idaho school districts to release the applicant's current and past employers, and employees acting on behalf of that employer, from any liability for providing information described by obtaining a signed statement from an applicant authorizing the applicant's current and past employers, including employers outside of the state of Idaho, to release to the hiring school district all information related to job performance and/or job related conduct; and

**WHEREAS**, Section 33-1210 (2), Idaho Code is intended to protect school districts from employing personnel that may not be forthcoming in divulging past performance or unethical actions that may impact student achievement or safety; and

**WHEREAS**, Section 33-1210 (2), Idaho Code requires other Idaho school districts to provide this information within twenty (20) days of the request for information; and

**WHEREAS**, Section 33-1210 (2), Idaho Code provides a possible advantage to out of state applicants where previous employers may refuse to send the documentation; and

**WHEREAS**, Section 33-1210 (2), Idaho Code results in costs to school districts due to the requirement to redact all information pertaining to students and other people mentioned within the information required to be forwarded; and

**WHEREAS**, Section 33-1210 (2), Idaho Code could be modified to reduce the time required to review the files and to expedite the gathering of information, and still meet the legislative intent;

**NOW THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code to modify the request for information to a check off system and to allow the hiring agent to be granted permission to contact the past employer for more information only if needed.

## **STATEMENT OF PURPOSE**

School districts understand the need to assure their community that they have taken every precaution to employ the most qualified personnel. One of these precautions is to review the previous employment history of a desired candidate. Prior to the current law being enacted, some school districts would not reveal all the pertinent information about employees. As such, the hiring district was not able to make a fully informed decision. Consequently, it is agreed that requiring information to be presented in some manner to the hiring district should be continued to assure we have the best instructors working with our students. However, some modifications should be considered to expedite the process and reduce district costs by gathering only the information that allows the hiring district to make an informed decision.

It is recommended that a document be created that consists of a check box format asking the employer to identify whether their past employee had anything within the applicant's personnel file that is listed within Section 33-1210 (2)(b), Idaho Code. This document would be utilized rather than requesting the entire personnel file and more information could be requested if needed.

**Submitted by Moscow School District No. 281**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Jennifer Parkins of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

FY 2015 Schedule - With Updates (7/20/2015)

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$31,750	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,123	\$32,248	\$32,374	\$34,189
2	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$32,248	\$32,374	\$34,189	\$36,105
3	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$32,374	\$34,189	\$36,105	\$38,130
4	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$34,189	\$36,105	\$38,130	\$40,267
5	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$36,105	\$38,130	\$40,267	\$42,524
6	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$38,130	\$40,267	\$42,524	\$44,908
7	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$44,908	\$40,267	\$42,524	\$44,908	\$47,426
8	\$34,189	\$38,130	\$40,267	\$42,524	\$44,908	\$47,426	\$42,524	\$44,908	\$47,426	\$50,084
9	\$34,189	\$38,130	\$42,524	\$44,908	\$47,426	\$50,084	\$44,908	\$47,426	\$50,084	\$52,892
10	\$34,189	\$38,130	\$42,524	\$48,138	\$50,836	\$53,686	\$48,138	\$50,836	\$53,686	\$56,696

FY 2016 Schedule Overlaid with Ladder Values

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$35,385
2	\$33,200	\$33,200	\$33,822	\$33,822	\$33,822	\$35,385	\$33,822	\$33,822	\$35,385	\$37,370
3	\$34,222	\$34,222	\$34,422	\$34,422	\$35,385	\$37,370	\$35,385	\$35,385	\$37,370	\$39,465
4	\$34,222	\$34,222	\$34,422	\$35,385	\$37,370	\$39,465	\$35,385	\$37,370	\$39,465	\$41,675
5	\$34,222	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$37,370	\$39,465	\$41,675	\$44,015
6	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$44,015	\$39,465	\$41,675	\$44,015	\$46,479
7	\$35,385	\$37,369	\$39,465	\$41,675	\$44,015	\$46,480	\$41,675	\$44,015	\$46,479	\$49,085
8	\$35,385	\$39,465	\$41,675	\$44,015	\$46,480	\$49,085	\$44,015	\$46,479	\$49,085	\$51,835
9	\$35,385	\$39,465	\$44,015	\$46,480	\$49,085	\$51,835	\$46,479	\$49,085	\$51,835	\$54,745
10	\$35,385	\$39,465	\$44,015	\$49,085	\$51,835	\$55,565	\$49,085	\$51,835	\$54,745	\$58,680

No Full-Time Teacher will be paid less than \$32,703

Percent Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	4.57%	4.16%	3.76%	3.35%	2.95%	2.55%	3.35%	2.95%	2.55%	3.50%
2	4.16%	3.76%	5.29%	4.88%	4.47%	3.50%	4.88%	4.47%	3.50%	3.50%
3	6.95%	6.53%	6.74%	6.33%	3.50%	3.50%	9.30%	3.50%	3.50%	3.50%
4	6.53%	6.12%	6.33%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
5	6.12%	5.71%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.51%
6	5.71%	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%
7	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%
8	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%
9	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
10	3.50%	3.50%	3.51%	1.97%	1.97%	3.50%	1.97%	1.97%	3.50%	3.50%

\* Stipends to get to 3.5% = \$55,900 (\$31,425 over allocation)

Matrix to Ladder Mapping

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	R2	R2	R2	R2	R2	R2	R2	R2	R2	R4
2	R2	R2	R3	R3	R3	R4	R3	R3	R4	R5
3	P1	P1	P1	P1	P2	P3	P1	P1	P2	P3
4	P1	P1	P1	P2	P3	P4	P1	P2	P3	P4
5	P1	P1	P2	P3	P4	P5	P2	P3	P4	P5
6	P1	P2	P3	P4	P5	P6	P3	P4	P5	P6
7	P2	P6	P4	P5	P6	P7	P4	P5	P6	P7
8	P2	P10	P5	P6	P7	P8	P5	P6	P7	P8
9	P2	P10	P6	P7	P8	P9	P6	P7	P8	P9
10	P2	P10	P6	P8	P9	P10	P7	P8	P9	P10

Residency	Move In?	Professional			Ed Allotment		
		BA Only Salary	BA+24 Salary	MA+ Salary	\$ 400 BA24+	\$ 700 M+	
1	Y	32,703	34,222	35,385			
2	Y	33,200	35,385	37,370	3.40%	2.80%	5.61%
3	Y	33,822	35,871	39,465	1.37%	5.61%	5.61%
4			36,364	41,675	1.37%	5.61%	5.60%
5			36,863	41,675	1.37%	5.60%	5.61%
6			37,369	44,015	1.37%	5.61%	5.60%
7			37,883	46,480	1.37%	5.60%	5.61%
8			38,403	49,085	1.37%	5.60%	5.60%
9			38,930	51,835	1.37%	5.60%	5.61%
10			39,465	55,565	1.37%	7.20%	7.19%

0.016965 0.013734 0.054647 0.057811 -\$35,831 <--Funds Remaining

R4 / R5 is for the convenience of the employer and movement will not occur into that spot - current staff in will move to P1 in future years

Dollar Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$1,450	\$1,326	\$1,202	\$1,077	\$952	\$826	\$1,077	\$952	\$826	\$1,196
2	\$1,326	\$1,202	\$1,699	\$1,574	\$1,448	\$1,196	\$1,574	\$1,448	\$1,196	\$1,265
3	\$2,224	\$2,099	\$2,174	\$2,048	\$1,196	\$1,265	\$3,011	\$1,196	\$1,265	\$1,335
4	\$2,099	\$1,974	\$2,048	\$1,196	\$1,265	\$1,335	\$1,196	\$1,265	\$1,335	\$1,408
5	\$1,974	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,265	\$1,335	\$1,408	\$1,491
6	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,491	\$1,335	\$1,408	\$1,491	\$1,571
7	\$1,196	\$1,264	\$1,335	\$1,408	\$1,491	\$1,572	\$1,408	\$1,491	\$1,571	\$1,659
8	\$1,196	\$1,335	\$1,408	\$1,491	\$1,572	\$1,659	\$1,491	\$1,571	\$1,659	\$1,751
9	\$1,196	\$1,335	\$1,491	\$1,572	\$1,659	\$1,751	\$1,571	\$1,659	\$1,751	\$1,853
10	\$1,196	\$1,335	\$1,491	\$947	\$999	\$1,879	\$947	\$999	\$1,059	\$1,984



FY 2015 Schedule - With Updates (7/20/2015)

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$31,750	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,123	\$32,248	\$32,374	\$34,189
2	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,498	\$32,248	\$32,374	\$32,498	\$36,105
3	\$31,998	\$32,123	\$32,248	\$32,374	\$32,498	\$32,623	\$32,374	\$32,498	\$32,623	\$38,130
4	\$32,123	\$32,248	\$32,374	\$32,498	\$32,623	\$32,748	\$32,498	\$32,623	\$32,748	\$40,267
5	\$32,248	\$32,374	\$32,498	\$32,623	\$32,748	\$32,873	\$32,623	\$32,748	\$32,873	\$42,524
6	\$32,374	\$32,498	\$32,623	\$32,748	\$32,873	\$33,000	\$32,748	\$32,873	\$33,000	\$44,908
7	\$32,498	\$32,623	\$32,748	\$32,873	\$33,000	\$33,125	\$32,873	\$33,000	\$33,125	\$47,426
8	\$32,623	\$32,748	\$32,873	\$33,000	\$33,125	\$33,250	\$33,000	\$33,125	\$33,250	\$50,084
9	\$32,748	\$32,873	\$33,000	\$33,125	\$33,250	\$33,375	\$33,125	\$33,250	\$33,375	\$52,892
10	\$32,873	\$33,000	\$33,125	\$33,250	\$33,375	\$33,500	\$33,250	\$33,375	\$33,500	\$56,696

Matrix to Ladder Mapping

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	R2	R2	R2	R2	R2	R2	R2	R2	R2	R4
2	R2	R2	R3	R3	R3	R4	R3	R3	R4	R5
3	P1	P1	P1	P1	P2	P3	P1	P1	P2	P3
4	P1	P1	P1	P2	P3	P4	P1	P2	P3	P4
5	P1	P1	P2	P3	P4	P5	P2	P3	P4	P5
6	P1	P2	P3	P4	P5	P6	P3	P4	P5	P6
7	P2	P6	P4	P5	P6	P7	P4	P5	P6	P7
8	P2	P10	P5	P6	P7	P8	P5	P6	P7	P8
9	P2	P10	P6	P7	P8	P9	P6	P7	P8	P9
10	P2	P10	P6	P8	P9	P10	P7	P8	P9	P10

FY 2016 Schedule Overlaid with Ladder Values

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$35,385
2	\$33,200	\$33,200	\$33,822	\$33,822	\$33,822	\$35,385	\$33,822	\$33,822	\$35,385	\$37,370
3	\$34,222	\$34,222	\$34,422	\$34,422	\$35,385	\$37,370	\$35,385	\$35,385	\$37,370	\$39,465
4	\$34,222	\$34,222	\$34,422	\$35,385	\$37,370	\$39,465	\$35,385	\$37,370	\$39,465	\$41,675
5	\$34,222	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$37,370	\$39,465	\$41,675	\$44,015
6	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$44,015	\$39,465	\$41,675	\$44,015	\$46,479
7	\$35,385	\$37,369	\$39,465	\$41,675	\$44,015	\$46,480	\$41,675	\$44,015	\$46,479	\$49,085
8	\$35,385	\$39,465	\$41,675	\$44,015	\$46,480	\$49,085	\$44,015	\$46,479	\$49,085	\$51,835
9	\$35,385	\$39,465	\$44,015	\$46,480	\$49,085	\$51,835	\$46,479	\$49,085	\$51,835	\$54,745
10	\$35,385	\$39,465	\$44,015	\$49,085	\$51,835	\$55,565	\$49,085	\$51,835	\$54,745	\$58,680

No Full-Time Teacher will be paid less than \$32,703

Percent Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	4.57%	4.16%	3.76%	3.35%	2.95%	2.55%	3.35%	2.95%	2.55%	3.50%
2	4.16%	3.76%	5.29%	4.88%	4.47%	3.50%	4.88%	4.47%	3.50%	3.50%
3	6.95%	6.53%	6.74%	6.33%	3.50%	3.50%	9.30%	3.50%	3.50%	3.50%
4	6.53%	6.12%	6.33%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
5	6.12%	5.71%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.51%
6	5.71%	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%
7	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%
8	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%
9	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
10	3.50%	3.50%	3.51%	1.97%	1.97%	3.50%	1.97%	1.97%	3.50%	3.50%

\* Stipends to get to 3.5% = \$55,900 (\$31,425 over allocation)

Residency	Move In?	Professional			Ed Allotment	
		BA Only Salary	BA+24 Salary	MA+ Salary	\$ 400 BA24+	\$ 700 M+
1	32,703	Y	34,222	34,422	35,385	
2	33,200	Y	35,385	35,385	37,370	
3	33,822	Y	35,871	37,370	39,465	
4			36,364	39,465	41,675	
5			36,863	41,675	44,015	
6			37,369	44,015	46,479	
7			37,883	46,480	49,085	
8			38,403	49,085	51,835	
9			38,930	51,835	54,745	
10			39,465	55,565	58,680	

  

Percent Change Between Steps			
	3.40%	2.80%	5.61%
	1.37%	5.61%	5.61%
	1.37%	5.61%	5.60%
	1.37%	5.60%	5.61%
	1.37%	5.60%	5.60%
	1.37%	5.60%	5.61%
	1.37%	7.20%	7.19%

  

0.016965	0.013734	0.054647	0.057811	-\$35,831	--Funds Remaining
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R4 / R5 is for the convenience of the employer and movement will not occur into that spot - current staff in will move to P1 in future years

Dollar Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$1,450	\$1,326	\$1,202	\$1,077	\$952	\$826	\$1,077	\$952	\$826	\$1,196
2	\$1,326	\$1,202	\$1,699	\$1,574	\$1,448	\$1,196	\$1,574	\$1,448	\$1,196	\$1,265
3	\$2,224	\$2,099	\$2,174	\$2,048	\$1,196	\$1,265	\$3,011	\$1,196	\$1,265	\$1,335
4	\$2,099	\$1,974	\$2,048	\$1,196	\$1,265	\$1,335	\$1,196	\$1,265	\$1,335	\$1,408
5	\$1,974	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,265	\$1,335	\$1,408	\$1,491
6	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,491	\$1,335	\$1,408	\$1,491	\$1,571
7	\$1,196	\$1,264	\$1,335	\$1,408	\$1,491	\$1,572	\$1,408	\$1,491	\$1,571	\$1,659
8	\$1,196	\$1,335	\$1,408	\$1,491	\$1,572	\$1,659	\$1,491	\$1,571	\$1,659	\$1,751
9	\$1,196	\$1,335	\$1,491	\$1,572	\$1,659	\$1,751	\$1,571	\$1,659	\$1,751	\$1,853
10	\$1,196	\$1,335	\$1,491	\$947	\$999	\$1,879	\$947	\$999	\$1,059	\$1,984

FY 2015 Schedule - With Updates (7/20/2015)

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$31,750	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,123	\$32,248	\$32,374	\$34,189
2	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$32,248	\$32,374	\$34,189	\$36,105
3	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$32,374	\$34,189	\$36,105	\$38,130
4	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$34,189	\$36,105	\$38,130	\$40,267
5	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$36,105	\$38,130	\$40,267	\$42,524
6	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$38,130	\$40,267	\$42,524	\$44,908
7	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$44,908	\$40,267	\$42,524	\$44,908	\$47,426
8	\$34,189	\$38,130	\$40,267	\$42,524	\$44,908	\$47,426	\$42,524	\$44,908	\$47,426	\$50,084
9	\$34,189	\$38,130	\$42,524	\$44,908	\$47,426	\$50,084	\$44,908	\$47,426	\$50,084	\$52,892
10	\$34,189	\$38,130	\$42,524	\$48,138	\$50,836	\$53,686	\$48,138	\$50,836	\$53,686	\$56,696

FY 2016 Schedule Overlaid with Ladder Values

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$35,385
2	\$33,200	\$33,200	\$33,822	\$33,822	\$33,822	\$35,385	\$33,822	\$33,822	\$35,385	\$37,370
3	\$34,222	\$34,222	\$34,422	\$34,422	\$35,385	\$37,370	\$35,385	\$35,385	\$37,370	\$39,465
4	\$34,222	\$34,222	\$34,422	\$35,385	\$37,370	\$39,465	\$35,385	\$37,370	\$39,465	\$41,675
5	\$34,222	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$37,370	\$39,465	\$41,675	\$44,015
6	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$44,015	\$39,465	\$41,675	\$44,015	\$46,479
7	\$35,385	\$37,369	\$39,465	\$41,675	\$44,015	\$46,480	\$41,675	\$44,015	\$46,479	\$49,085
8	\$35,385	\$39,465	\$41,675	\$44,015	\$46,480	\$49,085	\$44,015	\$46,479	\$49,085	\$51,835
9	\$35,385	\$39,465	\$44,015	\$46,480	\$49,085	\$51,835	\$46,479	\$49,085	\$51,835	\$54,745
10	\$35,385	\$39,465	\$44,015	\$49,085	\$51,835	\$55,565	\$49,085	\$51,835	\$54,745	\$58,680

No Full-Time Teacher will be paid less than \$32,703

Percent Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	4.57%	4.16%	3.76%	3.35%	2.95%	2.55%	3.35%	2.95%	2.55%	3.50%
2	4.16%	3.76%	5.29%	4.88%	4.47%	3.50%	4.88%	4.47%	3.50%	3.50%
3	6.95%	6.53%	6.74%	6.33%	3.50%	3.50%	9.30%	3.50%	3.50%	3.50%
4	6.53%	6.12%	6.33%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
5	6.12%	5.71%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.51%
6	5.71%	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%
7	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%
8	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%
9	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
10	3.50%	3.50%	3.51%	1.97%	1.97%	3.50%	1.97%	1.97%	3.50%	3.50%

\* Stipends to get to 3.5% = \$55,900 (\$31,425 over allocation)

Matrix to Ladder Mapping

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	R2	R2	R2	R2	R2	R2	R2	R2	R2	R4
2	R2	R2	R3	R3	R3	R4	R3	R3	R4	R5
3	P1	P1	P1	P1	P2	P3	P1	P1	P2	P3
4	P1	P1	P1	P2	P3	P4	P1	P2	P3	P4
5	P1	P1	P2	P3	P4	P5	P2	P3	P4	P5
6	P1	P2	P3	P4	P5	P6	P3	P4	P5	P6
7	P2	P6	P4	P5	P6	P7	P4	P5	P6	P7
8	P2	P10	P5	P6	P7	P8	P5	P6	P7	P8
9	P2	P10	P6	P7	P8	P9	P6	P7	P8	P9
10	P2	P10	P6	P8	P9	P10	P7	P8	P9	P10

Residency

Residency	Move In?	BA Only Salary	BA+24 Salary	MA+ Salary
1	Y	32,703	34,222	35,385
2	Y	33,200	35,385	37,370
3	Y	33,822	35,871	39,465
4			36,364	41,675
5			36,863	44,015
6			37,369	46,479
7			37,883	49,085
8			38,403	51,835
9			38,930	54,745
10			39,465	58,680

0.016965

0.013734 0.054647 0.057811

Ed Allotment	BA24+	M+
\$ 400	BA24+	
\$ 700	M+	

Percent Change Between Steps		
3.40%	2.80%	5.61%
1.37%	5.61%	5.61%
1.37%	5.61%	5.60%
1.37%	5.60%	5.61%
1.37%	5.60%	5.60%
1.37%	5.60%	5.61%
1.37%	7.20%	7.19%

-\$35,831 <--Funds Remaining

R4 / R5 is for the convenience of the employer and movement will not occur into that spot - current staff in will move to P1 in future years

Dollar Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$1,450	\$1,326	\$1,202	\$1,077	\$952	\$826	\$1,077	\$952	\$826	\$1,196
2	\$1,326	\$1,202	\$1,699	\$1,574	\$1,448	\$1,196	\$1,574	\$1,448	\$1,196	\$1,265
3	\$2,224	\$2,099	\$2,174	\$2,048	\$1,196	\$1,265	\$3,011	\$1,196	\$1,265	\$1,335
4	\$2,099	\$1,974	\$2,048	\$1,196	\$1,265	\$1,335	\$1,196	\$1,265	\$1,335	\$1,408
5	\$1,974	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,265	\$1,335	\$1,408	\$1,491
6	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,491	\$1,335	\$1,408	\$1,491	\$1,571
7	\$1,196	\$1,264	\$1,335	\$1,408	\$1,491	\$1,572	\$1,408	\$1,491	\$1,571	\$1,659
8	\$1,196	\$1,335	\$1,408	\$1,491	\$1,572	\$1,659	\$1,491	\$1,571	\$1,659	\$1,751
9	\$1,196	\$1,335	\$1,491	\$1,572	\$1,659	\$1,751	\$1,571	\$1,659	\$1,751	\$1,853
10	\$1,196	\$1,335	\$1,491	\$947	\$999	\$1,879	\$947	\$999	\$1,059	\$1,984

FY 2015 Schedule - With Updates (7/20/2015)

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$31,750	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$32,123	\$32,248	\$32,374	\$34,189
2	\$31,874	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$32,248	\$32,374	\$34,189	\$36,105
3	\$31,998	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$32,374	\$34,189	\$36,105	\$38,130
4	\$32,123	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$34,189	\$36,105	\$38,130	\$40,267
5	\$32,248	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$36,105	\$38,130	\$40,267	\$42,524
6	\$32,374	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$38,130	\$40,267	\$42,524	\$44,908
7	\$34,189	\$36,105	\$38,130	\$40,267	\$42,524	\$44,908	\$40,267	\$42,524	\$44,908	\$47,426
8	\$34,189	\$38,130	\$40,267	\$42,524	\$44,908	\$47,426	\$42,524	\$44,908	\$47,426	\$50,084
9	\$34,189	\$38,130	\$42,524	\$44,908	\$47,426	\$50,084	\$44,908	\$47,426	\$50,084	\$52,892
10	\$34,189	\$38,130	\$42,524	\$48,138	\$50,836	\$53,686	\$48,138	\$50,836	\$53,686	\$56,696

FY 2016 Schedule Overlaid with Ladder Values

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$33,200	\$35,385
2	\$33,200	\$33,200	\$33,822	\$33,822	\$33,822	\$35,385	\$33,822	\$33,822	\$35,385	\$37,370
3	\$34,222	\$34,222	\$34,422	\$34,422	\$35,385	\$37,370	\$35,385	\$35,385	\$37,370	\$39,465
4	\$34,222	\$34,222	\$34,422	\$35,385	\$37,370	\$39,465	\$35,385	\$37,370	\$39,465	\$41,675
5	\$34,222	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$37,370	\$39,465	\$41,675	\$44,015
6	\$34,222	\$35,385	\$37,370	\$39,465	\$41,675	\$44,015	\$39,465	\$41,675	\$44,015	\$46,479
7	\$35,385	\$37,369	\$39,465	\$41,675	\$44,015	\$46,480	\$41,675	\$44,015	\$46,479	\$49,085
8	\$35,385	\$39,465	\$41,675	\$44,015	\$46,480	\$49,085	\$44,015	\$46,479	\$49,085	\$51,835
9	\$35,385	\$39,465	\$44,015	\$46,480	\$49,085	\$51,835	\$46,479	\$49,085	\$51,835	\$54,745
10	\$35,385	\$39,465	\$44,015	\$49,085	\$51,835	\$55,565	\$49,085	\$51,835	\$54,745	\$58,680

No Full-Time Teacher will be paid less than \$32,703

Percent Change - FY 2015 to FY 2016

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
1	4.57%	4.16%	3.76%	3.35%	2.95%	2.55%	3.35%	2.95%	2.55%	3.50%
2	4.16%	3.76%	5.29%	4.88%	4.47%	3.50%	4.88%	4.47%	3.50%	3.50%
3	6.95%	6.53%	6.74%	6.33%	3.50%	3.50%	9.30%	3.50%	3.50%	3.50%
4	6.53%	6.12%	6.33%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
5	6.12%	5.71%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.51%
6	5.71%	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%
7	3.50%	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%
8	3.50%	3.50%	3.50%	3.51%	3.50%	3.50%	3.51%	3.50%	3.50%	3.50%
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10	3.50%	3.50%	3.51%	1.97%	1.97%	3.50%	1.97%	1.97%	3.50%	3.50%

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Matrix to Ladder Mapping

	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24	MA+36 ED/DR
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2	R2	R2	R3	R3	R3	R4	R3	R3	R4	R5
3	P1	P1	P1	P1	P2	P3	P1	P1	P2	P3
4	P1	P1	P1	P2	P3	P4	P1	P2	P3	P4
5	P1	P1	P2	P3	P4	P5	P2	P3	P4	P5
6	P1	P2	P3	P4	P5	P6	P3	P4	P5	P6
7	P2	P6	P4	P5	P6	P7	P4	P5	P6	P7
8	P2	P10	P5	P6	P7	P8	P5	P6	P7	P8
9	P2	P10	P6	P7	P8	P9	P6	P7	P8	P9
10	P2	P10	P6	P8	P9	P10	P7	P8	P9	P10

Residency

Residency	Move In?	BA Only Salary	BA+24 Salary	MA+ Salary
1	Y	32,703	34,222	35,385
2	Y	33,200	35,385	37,370
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2	\$1,326	\$1,202	\$1,699	\$1,574	\$1,448	\$1,196	\$1,574	\$1,448	\$1,196	\$1,265
3	\$2,224	\$2,099	\$2,174	\$2,048	\$1,196	\$1,265	\$3,011	\$1,196	\$1,265	\$1,335
4	\$2,099	\$1,974	\$2,048	\$1,196	\$1,265	\$1,335	\$1,196	\$1,265	\$1,335	\$1,408
5	\$1,974	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,265	\$1,335	\$1,408	\$1,491
6	\$1,848	\$1,196	\$1,265	\$1,335	\$1,408	\$1,491	\$1,335	\$1,408	\$1,491	\$1,571
7	\$1,196	\$1,264	\$1,335	\$1,408	\$1,491	\$1,572	\$1,408	\$1,491	\$1,571	\$1,659
8	\$1,196	\$1,335	\$1,408	\$1,491	\$1,572	\$1,659	\$1,491	\$1,571	\$1,659	\$1,751
9	\$1,196	\$1,335	\$1,491	\$1,572	\$1,659	\$1,751	\$1,571	\$1,659	\$1,751	\$1,853
10	\$1,196	\$1,335	\$1,491	\$947	\$999	\$1,879	\$947	\$999	\$1,059	\$1,984