

IN THE SENATE

SENATE BILL NO. 1097

BY EDUCATION COMMITTEE

AN ACT

1 RELATING TO MASTER TEACHER PREMIUMS; AMENDING SECTION 33-1004I, IDAHO CODE,
2 AS AMENDED BY SECTION 10, CHAPTER 229, LAWS OF 2015, TO REMOVE LANGUAGE
3 REGARDING LOCAL SCHOOL DISTRICT PLANS; AMENDING CHAPTER 10, TITLE 33,
4 IDAHO CODE, BY THE ADDITION OF A NEW SECTION 33-1004K, IDAHO CODE, TO
5 PROVIDE AN ALTERNATIVE TO MASTER SCHOOL PREMIUMS WHEREIN LOCAL SCHOOL
6 DISTRICT PROGRAMS UTILIZE MASTER TEACHER PREMIUM MONEYS TO REWARD
7 TEACHERS FOR REACHING MEASURABLE STUDENT ACHIEVEMENT TARGETS, TO PRO-
8 VIDE FOR THE DISTRIBUTION OF FUNDS, TO PROVIDE FOR A CHANGE OF OPTION AND
9 TO AUTHORIZE RULEMAKING; AND PROVIDING AN EFFECTIVE DATE.
10

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

12 SECTION 1. That Section 33-1004I, Idaho Code, as amended by Section 10,
13 Chapter 229, Laws of 2015, be, and the same is hereby amended to read as fol-
14 lows:

15 33-1004I. MASTER TEACHER PREMIUMS. (1) A portion of the moneys avail-
16 able to the education support program shall be distributed per full-time
17 equivalent instructional staff position employed by each school district.
18 Such moneys shall be paid to instructional staff employees who have earned a
19 master teacher designation by meeting the minimum qualifications set forth
20 in subsection (2) of this section and the additional qualifications devel-
21 oped or adopted by the employing school district pursuant to subsection (3)
22 of this section, in an amount set forth in subsection (4) of this section.

23 (2) The minimum qualifications for an instructional staff employee to
24 earn a master teacher designation shall be as follows:

25 (a) The instructional staff employee must have eight (8) or more years
26 of teaching experience provided that the three (3) years immediately
27 preceding the award must be continuous;

28 (b) The instructional staff employee must demonstrate mastery of in-
29 structional techniques for not less than three (3) of the previous five
30 (5) years of instruction through:

31 (i) Artifacts demonstrating evidence of effective teaching; and

32 (ii) Successful completion of an annual individualized profes-
33 sional learning plan; and

34 (c) A majority of the instructional staff employee's students meet mea-
35 surable student achievement as defined in section 33-1001, Idaho Code,
36 for not less than three (3) of the previous five (5) years.

37 (3) In addition to the minimum qualifications for a master teacher des-
38 ignation set forth in subsection (2) of this section:

39 (a) Local school districts may develop and require additional qualifi-
40 cations showing demonstrated mastery of instructional techniques and
41 professional practice through multiple measures, provided that such
42 qualifications shall be developed by a committee consisting of teach-

1 ers, administrators and other school district stakeholders and shall
2 first be approved by the state board of education; or

3 ~~(b) Local school districts may develop plans that recognize groups of~~
4 ~~teachers based on measurable student achievement goals aligned with~~
5 ~~school district approved continuous improvement plans. Groups may be~~
6 ~~school-wide or may be smaller groups such as grade levels or by subject~~
7 ~~matter. Each teacher in a master teacher group shall receive a master~~
8 ~~teacher premium if goals are met according to the district plans. Plans~~
9 ~~shall be developed by a committee consisting of teachers, administra-~~
10 ~~tors and other school district stakeholders and shall first be approved~~
11 ~~by the state board of education. Any school district that does not~~
12 ~~follow their preapproved plan shall not receive future master teacher~~
13 ~~premium dollars; or~~

14 ~~(c)~~ If a local school district has not developed qualifications pur-
15 suant to paragraph (a) ~~or (b)~~ of this subsection, then the school dis-
16 trict shall adopt and require additional qualifications showing demon-
17 strated mastery of instructional techniques and professional practice
18 through multiple measures as developed by a committee facilitated by
19 the state board of education consisting of teachers, administrators and
20 other stakeholders, which measures shall be approved by the state board
21 of education.

22 (4) The amount of the master teacher premium paid to a qualified in-
23 structional staff employee shall be four thousand dollars (\$4,000) each year
24 for three (3) years starting with the initial award of the master teacher
25 premium. After the third year of receiving the master teacher premium, the
26 instructional staff employee must continue to demonstrate that he or she
27 meets the master teacher premium qualifications in each subsequent year. If
28 the qualifications are not met, then the premium will be discontinued until
29 such time as the qualifications are met.

30 (5) Local school district boards of trustees may provide master teacher
31 premiums to instructional staff employees consistent with the provisions of
32 this section.

33 (6) For the purposes of this section, the term "school district" also
34 means "public charter school" and the term "board of trustees" also means
35 "board of directors."

36 (7) The state board of education may promulgate rules implementing the
37 provisions of this section.

38 SECTION 2. That Chapter 10, Title 33, Idaho Code, be, and the same is
39 hereby amended by the addition thereto of a NEW SECTION, to be known and des-
40 ignated as Section 33-1004K, Idaho Code, and to read as follows:

41 33-1004K. MASTER SCHOOL PREMIUMS -- LOCAL ALTERNATIVE. (1) A local
42 school district board of trustees may opt to utilize master teacher premium
43 moneys authorized pursuant to section 33-1004I(1), Idaho Code, to instead
44 pay instructional staff through programs that it designs, based on measur-
45 able student achievement goals aligned with school district-approved con-
46 tinuous improvement plans. In these programs, teachers may earn premiums by
47 reaching student achievement targets. The decision regarding how many staff
48 will receive the master teacher premium moneys, which staff will receive
49 the moneys, and what amounts of money shall be paid, shall be determined by

1 school district trustees after collaboration with district administrators,
2 principals and teacher representatives from each school in the district.
3 Provided, each teacher who participates in and succeeds at a group-level
4 student achievement target shall receive the same premium amount as the
5 other teachers in the same target-setting group. Groups may be school-wide
6 or may be smaller groups, such as by grade levels or subject matter. These
7 programs shall not be subject to collective bargaining, notwithstanding any
8 other provision of law.

9 (2) Program plans under this section shall be sent to the state board of
10 education by October 15 each year for approval, along with a report of how the
11 funds were expended the prior year. Only programs that have been approved
12 by the state board of education are eligible for the master school premiums.
13 Any school district that does not follow its preapproved plan in any given
14 year shall not receive master teacher premium moneys the following fiscal
15 year. School districts operating under this section shall be allocated four
16 thousand dollars (\$4,000) multiplied by each instructor who qualifies under
17 section 33-1004I(2) (a), Idaho Code, multiplied by either twenty-five per-
18 cent (25%) or by the statewide percentage of instructional staff employees
19 approved by the state board of education to receive four thousand dollars
20 (\$4,000) under section 33-1004I(2) and (3), Idaho Code, whichever option re-
21 sults in more money for the school district.

22 (3) Each school district must choose whether to participate in the mas-
23 ter teacher premium program set out in section 33-1004I, Idaho Code, or in
24 the program authorized under this section and shall notify the state board of
25 education of its choice by no later than July 1, 2019. A school district that
26 chooses the option set out in section 33-1004I, Idaho Code, may not change
27 options for the first three (3) years. After three (3) years, the school
28 district may continue with its program under section 33-1004I, Idaho Code,
29 or may choose the option set out in this section by July 1 of any subsequent
30 year. If a school district chooses to change options after three (3) years,
31 any persons who have qualified but not yet received the three (3) years of
32 master teacher premiums shall continue to receive them until they have re-
33 ceived the three (3) yearly payments. These premiums shall be deducted from
34 the master school premiums allocated to the school once it has changed to
35 that option. A school district that initially chooses to operate under the
36 master school premiums program may change its option to the master teacher
37 premium program on July 1, 2020, or annually on or before July 1 of any subse-
38 quent year.

39 (4) The state board of education may promulgate rules implementing the
40 provisions of this section.

41 SECTION 3. This act shall be in full force and effect on and after July
42 1, 2019.