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Sherri Ybarra, Ed.S.
Superintendent of Public Instruction
c/o Portia Flynn
Executive Assistant to the Superintendent
pflynn@sde.idaho.gov

Re: Salary Schedule

Dear Ms. Ybarra:

HB 293 generally sets out several new definitional elements along with adding two new sections that identify specific reporting requirements by school districts to the State Board of Education and from the State board of Education to the legislature. In addition to information concerning students the new provisions require each district to provide to the State Board the "local salary schedule" used or in effect for the year prior to the year the report is made.

The definition of "local salary schedule" is set out in the amendments to 33-1001 which added subpart (17) which reads:

"Local Salary Schedule" means a compensation table adopted by a school district or public charter school, which table is used for determining moneys to be distributed for instructional staff and pupil service staff salaries. Minimum compensation provided under a local salary schedule

shall be at least equal to thirty-eight thousand five hundred dollars (\$38,500) or, for staff holding a professional endorsement, forty-two thousand five hundred dollars (\$42,500).

The practical effect of the definition of "Local Salary Schedule" is that districts will need to adopt a table that is consistent with the career ladder table used to determine the allocations made to each school district. The definition requires there be two minimum salary data points which are clearly the beginning values of the residency rung and professional rung of the career ladder.

Districts are free to create a table that exceeds the two minimum amounts. I find it difficult to envision a table or matrix that allows for movement both down and across that can include placement on the matrix based upon performance criteria and not merely years of service and educational advancement. Since districts do not get allocations for educational advancement until a staff member obtains a professional endorsement, the beginning three steps at least would be a single column identical to the residency compensation rung of the career ladder.

Districts would have no incentive to include more than three steps in the residency column since the career ladder caps a district's allocation at step or cell three of that compensation rung. If someone does not meet the required performance criteria to obtain a professional endorsement it would seem that they would not merit a continued salary increase. In addition, it would be very likely that if additional cells or steps were included in the residency rung that the value of those cells, based upon the advancing multiplier utilized by the district, could easily exceed the beginning value of the professional compensation rung. That makes no practical sense.

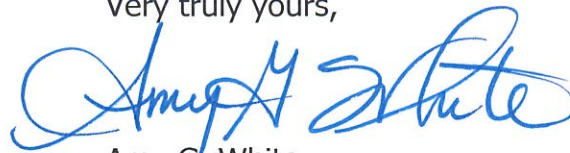
Districts would have more flexibility in adopting a professional rung because it could include as many cells or steps as the districts want to use. The table would not be limited to the five steps used by the career ladder. Anything paid in excess of what is allocated under the career ladder would be from local funds. Any teacher being paid more than \$50,000, which will occur at least by their ninth year of teaching, will be supplemented by local funds. There is no practical reason to conclude that the definition of local salary schedule does not mandate the use of a career ladder type matrix where the first four cells contain the minimum proscribed amounts.

The reporting requirements of HB 293 will provide the State Board of Education and the legislature with the ability to compare on an individual district basis the total amount being paid in salaries and compare that against the total amount each individual district is being allocated through the career ladder.

The following is an example of the salary table that would logically be used by a district. It includes the application of the education incentive payments of BA + 24 = \$2,000 and MA = \$3,500. It also uses the same cell increase of \$1,875 used by the career ladder for the 2019-20 school year.

Year	Column 1	Column 2	BA +24	Masters
1	\$ 38,500.00			
2	\$ 39,000.00			
3	\$ 39,500.00			
4		\$ 42,500.00	\$ 44,500.00	\$ 46,000.00
5		\$ 44,375.00	\$ 46,375.00	\$ 47,875.00
6		\$ 46,250.00	\$ 48,250.00	\$ 49,750.00
7		\$ 48,125.00	\$ 50,125.00	\$ 51,625.00
8		\$ 50,000.00	\$ 52,000.00	\$ 53,500.00
9		\$ 51,875.00	\$ 53,875.00	\$ 55,375.00
10		\$ 53,750.00	\$ 55,750.00	\$ 57,250.00
11		\$ 55,625.00	\$ 57,625.00	\$ 59,125.00
12		\$ 57,500.00	\$ 59,500.00	\$ 61,000.00
13		\$ 59,375.00	\$ 61,375.00	\$ 62,875.00

Very truly yours,



Amy G. White



Scott W. Marotz

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