

**Teacher Compensation Legislation  
Governor Vilsack and Lt. Governor Pederson's Bill  
And HF 672/SF 476**

<b>Issue</b>	<b>Vilsack/Pederson Bill</b>	<b>HF 672/SF 476</b>
<b>Alternative Licensure for Administrators and Teachers</b>	<p>No language.</p> <p>This issue needs to be studied and discussed with all education stakeholders to determine if Iowa should do alternative licensure.</p>	<p><b>Proposes alternative licensure for administrators and teachers.</b></p> <p><b>Individuals can become administrators or teacher if</b></p> <ul style="list-style-type: none"> <li>• Possess degree or advanced degree in subject area;</li> <li>• Have life experience in subject area;</li> <li>• Pass 12-week course.</li> </ul>

<p><b>Career Path and Salaries</b></p>	<p><u>3 CAREER LEVELS</u></p> <p><u>Beginning Teacher:</u> Increase salary <b>\$1,500</b> per year above prior year until minimum exceeds <b>\$28,000</b>.</p> <p><u>Career Teacher:</u> \$2,000 above <u>average</u> salary of Beginning Teacher until minimum salary for Career Teacher exceeds \$30,000.</p> <p><u>Advanced Teacher:</u> <b>\$13,500</b> above minimum salary of Career Teacher. This reflects the Pomerantz/Forsyth joint recommendation. Requires districts to establish by July 1, 2003 or one year after becoming participating district, whichever is later.</p> <p><u>Hold Harmless:</u> No teacher in participating district receives less in that district than the teacher received in July 1, 2001.</p>	<p><u>4 CAREER LEVELS</u></p> <p><u>Beginning Teacher:</u> 1<sup>st</sup> year teacher: <b>\$1,000</b> above prior year unless minimum exceeds <b>\$25,000</b>. 2<sup>nd</sup> year teacher: \$1,000 above salary paid in previous fiscal year unless district's average Beginning Teacher salary is <b>\$26,000</b>.</p> <p><u>Career I Teacher:</u> \$2,000 above <u>maximum</u> salary of beginning teacher. After five years, <b>no COLA</b> unless advances to Career II Teacher.</p> <p><u>Career II Teacher:</u> No salary designation for Career II Teacher.</p> <p><u>Advanced Teacher:</u> <b>\$15,000</b> above minimum salary of Career I Teacher. Requires districts to establish by July 1, 2002 or one year after becoming a participating district.</p> <p><u>Hold Harmless:</u> SAME.</p>
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<p><b>Evaluation Process</b></p>	<p><u>In addition</u> to any evaluation agreed upon pursuant to chapter 20 of the Iowa Code, <b>requires a comprehensive evaluation every five years.</b></p> <p>Why: Two purposes:</p> <ul style="list-style-type: none"> <li>• Performance review: Move up in salary scale.</li> <li>• Recommend for licensure renewal, which occurs every five years.</li> </ul> <p><b>Who: Administrators</b> evaluate teachers as is current law. Administrators required to complete required evaluator training. Stipend paid at completion.</p> <p><b>Appeal:</b> Allows appeal.</p>	<p>Requires annual evaluation and a comprehensive evaluation every five years.</p> <p>Why: Three purposes:</p> <ul style="list-style-type: none"> <li>• Move from career to advanced level.</li> <li>• Move up in salary scale within level.</li> <li>• Recommend for licensure renewal, which occurs every five years.</li> </ul> <p><b>Who: Administrators AND/OR licensed teachers can evaluate teachers.</b></p> <ol style="list-style-type: none"> <li><b>1. Sets up a new group of state-trained evaluators in addition to administrators. Department of Education determines number of state-trained evaluators needed.</b></li> <li><b>2. Two evaluators perform each comprehensive evaluation. Evaluation conducted by the teacher's principal AND a state-trained evaluator.</b></li> </ol> <p><b>Appeal:</b> Not mentioned.</p>
<p><b>Review Panel</b></p>	<p><b>Panel recommends Career Teacher for an Advanced designation.</b></p> <p><b>Funding included for this panel.</b></p>	<p><b>Entirely different function for panel. Panel only does random audits of comprehensive evaluations.</b></p> <p><b>No funding identified for this panel.</b></p>

<p><b>Iowa Teaching Standards and Components</b></p>	<p>Establishes the Iowa Teaching Standards that will be used to define good teaching. Used in evaluation and career development:</p> <ol style="list-style-type: none"> <li>1. Demonstrates competence in <b>content knowledge</b> appropriate to the teaching position;</li> <li>2. Demonstrates competence in <b>planning and preparing for instruction</b>;</li> <li>3. Uses strategies to <b>deliver instruction</b> that meets the multiple learning needs of students;</li> <li>4. Uses a variety of methods to <b>monitor student learning</b>;</li> <li>5. Demonstrates competence in <b>classroom management</b>;</li> <li>6. Engages in <i>professional growth (NEW)</i>;</li> <li>7. Fulfills <b>professional responsibilities</b> established by the school district.</li> </ol> <p>Department of Education develops <b>models of core knowledge and skill criteria</b> that further define good teaching.</p>	<p>Establishes the Iowa Teaching Standards that will be used to define good teaching. Used in evaluation and career development):</p> <ol style="list-style-type: none"> <li>1. <b>Content knowledge</b>;</li> <li>2. <b>Planning and preparation for instruction</b>;</li> <li>3. <b>Instructional delivery</b>;</li> <li>4. <b>Monitoring student learning</b>;</li> <li>5. <b>Classroom management</b>;</li> <li>6. <b>Professional responsibilities</b>.</li> </ol> <p>SAME.</p>
<p><b>Evaluation Criteria</b></p>	<p><b>Keep current law/case law, which says those evaluation criteria are subject of collective bargaining under Chapter 20.</b></p>	<p><b>Criteria become exclusive right of school board.</b></p>
<p><b>Evaluator Training</b></p>	<p><b>Establishes evaluator training program to improve skills of Iowa administrators to evaluate teachers.</b></p> <ul style="list-style-type: none"> <li>• DE designs evaluator training with input from education stakeholders;</li> <li>• Trainers trained, approved;</li> <li>• Trainers train administrators;</li> <li>• Administrators receive certification and \$1,000 for completing training.</li> </ul>	<p><b>SAME except includes teachers as evaluators.</b></p> <p><b>Department of Education required to determine the number of evaluators needed.</b></p>

<p><b>Contract Days</b></p>	<p><b>In second year, FY03, require participating districts to add the equivalent of two days <u>outside of instructional time</u> unless the district has ten or more days.</b></p>	<p><b>Add two days in first year.</b></p> <p><b>Add two days in second year.</b></p>
<p><b>Praxis II</b></p>	<p>Include HSB 210/SSB 1190 language.</p>	<p>Proposes a two-year program to test teachers prior to initial licensure. Scores reported to teacher education institutions.</p>
<p><b>Mentoring and Induction</b></p>	<p><b>Two years with possibility of third year at discretion of district.</b></p> <p>Beginning teacher is required to successfully complete an induction program as a condition of full licensure.</p> <p><b>Allows for appeal of decision to terminate because this is a career ending decision.</b></p>	<p><b>Two years.</b> No possibility of third year.</p> <p>SAME.</p> <p><b>No ability to appeal termination even though this is a career ending decision.</b></p>
<p><b>Participation Timeline</b></p>	<p><b>All districts must participate no later than July 1, 2003.</b></p> <p><b>For those districts choosing not to participate the funds are held in reserve until the district participates.</b></p> <p><u>Mentoring</u>: FY02, <b>if ready</b>.</p> <p><u>Evaluator Training</u>: FY02 required.</p> <p><u>Team-Based Variable Pay</u>: <b>Funds available in FY02</b>, if ready. <b>\$1 million</b> set-aside for districts to access next year.</p> <p><u>Career Levels and Career Development</u>: Must become participating district no later than July 1, 2003.</p>	<p><b>No timeline for district participation.</b></p> <p><b>Funds set-aside to improve salaries in anticipation of eventual participation.</b></p> <p><u>Mentoring</u>: FY02, all required</p> <p><u>Evaluator Training</u>: SAME</p> <p><u>Team-Based Variable Pay</u>: <b>Funds available in FY04</b> at earliest. <b>\$6 million set-aside now for FY04.</b></p> <p><u>Career Levels and Career Development</u>: No deadline to become participating district.</p>

<p><b>Team-Based Variable Pay</b></p>	<p><b>Available in FY02. In reality about six districts will be able to qualify in FY02. These districts will become our learning examples.</b></p> <p><b><u>Funding:</u></b>  <b>FY02: \$1 million available for districts to access.</b> Districts receive \$100 per pupil or prorate.</p> <p>FY03: Do an “Intent to Participate” survey in FY02 to determine ramp up.</p> <p><b><u>Program structure:</u></b>  <b>Use existing student achievement indicators in HF 2272.</b></p> <ul style="list-style-type: none"> <li>• <b>Building level goals</b></li> <li>• <b>Multiple assessments used to measure student achievement.</b></li> <li>• Allows other locally determined indicators.</li> </ul>	<p><b>Program starts July 1, 2003, following Legislative Implementation Committee work.</b></p> <p><b><u>Funding:</u></b>  <b>FY02: Set-aside \$6 million (15%) in separate fund for use in FY04.</b></p> <p>FY03: Intent language states that percentage of funds increases until 30% of total teacher compensation appropriation.</p> <p><b><u>Program structure:</u></b>  <b>Legislative Implementation Committee established.</b> Two-year comprehensive study of team-based variable pay. Results in December 2002.</p> <ul style="list-style-type: none"> <li>• Committee <b><u>recommends means of evaluating students for purposes of variable pay.</u></b></li> <li>• <b>Committee also <u>establishes:</u></b> <ol style="list-style-type: none"> <li>a. standards of performance;</li> <li>b. level of expected student achievement growth;</li> <li>c. development of student achievement database;</li> <li>d. timeline and procedures for collection of data;</li> <li>e. structure of a team to operate the legislative plan;</li> <li>f. timeline for implementation of plan.</li> </ol> </li> </ul>
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<p><b>Teacher Career Development</b></p>	<p>1. District incorporates career development plan into existing comprehensive school improvement plan. Career development focuses on the Iowa Teaching Standards and the district's HF 2272 student learning goals.</p> <p>2. Individual teacher has career development plan that is updated periodically to reflect progress and needs.</p> <p>3. Public and private providers of career development are state approved.</p>	<p>SAME</p>
<p><b>Distribution of Funds for Teacher Salaries</b></p>	<p>Step 1: By formula, determine pool of funds available for each district to improve salaries. <b>Formula= 50% per teacher and 50% per student.</b></p> <p>Step 2: Each district is required to first use the pool of funds to <b>first raise minimum salaries</b> to the levels described above. If district is at the minimum then go to Step 3.</p> <p>Step 3: Each district <b>then</b> must use funds to improve salaries for all teachers.</p>	<p>SAME</p>

<p><b>FY02 Cost</b></p>	<ol style="list-style-type: none"> <li>1. <b>Funds to raise teacher salaries: \$31.2 million.</b></li> <li>2. <b>Variable Pay - \$1.0 million available in FY02.</b></li> <li>3. Mentoring/Induction Program – up to <b>\$2.4 million. \$1,300</b> per new teacher for districts who are ready to begin program. Requires \$500 per semester stipend for mentor.</li> <li>4. National Board Certification - Continue current award system <b>\$1.9 million.</b></li> <li>5. Evaluator Training Program - \$1.5 million</li> <li>6. Implement Career Development Program <b>and</b> Establish Review Panel (recommends teacher for Advanced designation) - \$1.5 million.</li> <li>7. Praxis II (Board of Educational Examiners) - \$0.5 million.</li> </ol> <p><b>TOTAL GOING TO TEACHERS IN FY02:</b></p> <p><b>\$36.5 MILLION = 91.25 % of funds available.</b></p>	<ol style="list-style-type: none"> <li>1. <b>Funds to raise teacher salaries: \$26.7 million.</b></li> <li>2. <b>Variable Pay - \$6 million set-aside for FY04.</b></li> <li>3. Mentoring/Induction Program – \$2.4 million with <b>\$1,000</b> per new teacher. Distributes funds to all districts regardless of readiness. Requires \$500 per semester stipend for mentor.</li> <li>4. National Board Certification – SAME.</li> <li>5. Evaluator Training Program - \$1.5 million. <b>No funding included for state-trained evaluators.</b></li> <li>6. Implement Career Development Program and Establish Review Panel - \$1.0 million. <b>No funding included for Review Panel.</b></li> <li>7. Praxis II (Board of Educational Examiners) - \$0.5 million.</li> </ol> <p><b>TOTAL GOING TO TEACHERS IN FY02:</b></p> <p><b>\$31 MILLION = 77.5 % of funds available.</b></p>
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