

2020-2021 Contract Highlights-Changes

Salary: Vertical movement on Career Ladder is frozen and the salary schedule will be:

2020-2021 Salary Schedule			
Rung	BA	BA 24	MA
RP1	\$ 40,000.00	\$ 42,000.00	\$ 43,500.00
RP2	\$ 40,000.00	\$ 42,000.00	\$ 43,500.00
RP3	\$ 40,000.00	\$ 42,000.00	\$ 43,500.00
P1	\$ 42,500.00	\$ 44,500.00	\$ 46,000.00
P2	\$ 43,488.00	\$ 45,488.00	\$ 46,988.00
P3	\$ 45,788.00	\$ 47,788.00	\$ 49,288.00
P4	\$ 48,366.00	\$ 50,366.00	\$ 51,866.00
P5	\$ 52,000.00	\$ 54,000.00	\$ 55,500.00
P6**	\$ 55,222.00	\$ 57,222.00	\$ 58,722.00

P6**: Grandfathered. Employees at P5 for the 2020-2021 contract will not automatically move to P6 for 2021-2022. This will be determined during contract negotiations for 2021-2022.

* Resident teachers are not eligible for the education allotments.

Insurance: Change to PacificSource

PD Days (November 23/24): Paid for with insurance savings

PD Stipend: Paid in June 2021 if projected unrestricted carryover meets or exceeds \$2.2 million

Collaboration Monday: Continue with pilot and committee for 2020-2021

Social-Emotional Health: TFSD and TFEA will partner on training for staff

Workdays: Change two student contact days to staff workdays (Aug 17 and 18)

Carryover sharing: Should the district finish the year with more than 5% in unrestricted carryover (approximately \$3 million), the funds above the 5% will be split with 50% to be utilized for programs or carryover and 50% paid out to all employees on a percentage basis.

Evaluation Update--resulting from the addition of the new Advanced Professional (AP):

Changes to the Evaluation Flow Chart:

- Add a box above the Evaluation Post Conference that states: Concerns about basic or unsatisfactory will be communicated as timely as possible.
- Add a third box for the AP Rung. Add a sentence about the application of the AP Rung.

- In the Post Evaluation box add the sentence: The formal written evaluation will be shared with the teacher a minimum of two days prior to the post-evaluation conference.

Evaluation Appeals Process:

1. If a teacher disagrees with one or more of the ratings in their evaluation, they will set up an appeal meeting with their (evaluating) administrator. At that meeting, the teacher would present written evidence to their administrator for each of the areas they were requesting a change.
2. If the administrator does not agree with the written evidence then the teacher could appeal to the appropriate director. The director will assign another administrator from a different building, but at the same level (elementary, middle school, or high school) to do a second review of the same written evidence with all identifying information removed. This decision will be final.
3. Teachers will be trained in this appeal process. A subcommittee of the Evaluation Committee will create a Google Presentation regarding the full evaluation procedures and documents, including the appeals process. This presentation will also be available in the District Shared Drive. The presentation will include a recommendation for teachers to complete a full self-assessment.

Definition of Leadership for AP rung:

An Advanced Professional certified instructional, or pupil service staff person shall be considered to have demonstrated professional leadership if she/he meets any of the following criteria (HB 523):

I. Instructional specialist or instructional coach

II. Mentor

Such as:

- Cooperating teacher for student teacher
- Mentor of high school student for the elementary assistant program
- Mentor to a new teacher

III. Curriculum or assessment committee member

IV. Team or committee leadership position

Such as:

- District Committee providing guidance to the district, a department, program, or school
- Building Committee providing guidance to the district, a department, program, or school

V. Data Coach

Such as:

- Milepost District or Building lead

VI. Other leadership positions identified by the school district

Such as:

- Athletic coach
- Activities advisor
- Received a district leadership premium under Idaho Code 33-1004(J)
- Leadership position in a professional association (TFEA/IEA/NCTM, etc.) related to public education
- Leadership in a community or state group/organization
- Received a Master Educator Premium (Can count as 3 years of leadership) or National Board Certification (must be received in the last 5 years)
- Liaison/Attendee with building PTA/PTO
- Other - If you are unsure where your leadership role may fit, please discuss with your principal.