

2026 ISBA RESOLUTION NO. 09 (Proposed)

RECOGNITION OF POSTSECONDARY TEACHING EXPERIENCE FOR CAREER LADDER PLACEMENT

WHEREAS, Idaho Code 33-1004B establishes the Career Ladder system to provide a structured, performance-based compensation model for Idaho public school teachers; and

WHEREAS, the current interpretation and implementation of Idaho Code 33-1004B generally excludes or limits the recognition of postsecondary instructional experience when determining a certificated educator's initial placement on the Career Ladder; and

WHEREAS, many highly qualified professionals with years of experience teaching in accredited colleges and universities are discouraged from transitioning into K-12 education due to a lack of recognition of their instructional service in salary placement; and

WHEREAS, postsecondary teaching involves curriculum planning, instructional delivery, student assessment, and content expertise that are directly transferable to and highly beneficial within the K-12 classroom environment; and

WHEREAS, Idaho is experiencing an ongoing teacher shortage and should actively pursue policy solutions that encourage, rather than disincentivize, experienced educators to enter the K-12 workforce; and

WHEREAS, recognizing postsecondary teaching experience would align with the Idaho State Board of Education's strategic goals of promoting educator excellence, recruitment, and retention across all levels of the education system;

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Ririe School District No. 252 hereby requests that the Idaho School Board Association draft legislation to amend Idaho Code 33-1004B to explicitly allow documented, full-time postsecondary instructional experience at accredited institutions of higher education to fully count toward placement on the Career Ladder for certificated instructional and pupil service staff in Idaho's public K-12 schools; and

BE IT FURTHER RESOLVED that such changes be implemented in a manner that ensures equity and fairness, strengthens Idaho's educator workforce, and encourages the recruitment of highly qualified professionals into Idaho classrooms.

Statement of Purpose

The purpose of this resolution is to advocate for an amendment to Idaho Code 33-1004B to allow full recognition of documented postsecondary teaching experience when determining a certificated educator's placement on the Idaho Career Ladder. By

ensuring equitable credit for relevant instructional experience, this resolution seeks to improve educator recruitment, support professional mobility between postsecondary and K-12 education, and strengthen the overall quality and stability of Idaho's teaching workforce.

Submitted by Ririe School District

ISBA Executive Board Recommendation: DO PASS

Char Kremer, ISBA Region 2 Vice Chair, will present the Executive Board recommendation at the business session.

“The ISBA Executive Board recognizes the career ladder allocation model is not always reflective of a school district or charter school’s ability to attract and retain professionals to become educators in our schools. This resolution urges the ISBA to work with the appropriate stakeholders and the legislature to ensure that documented experience is a factor in being placed appropriately on the career ladder reimbursement model.”