

Here is original: Per Idaho Code 33-10004B: “Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.” In the event allocations for an instructional staff or pupil service staff remain at the previous fiscal year allocation level, the salary will remain at the previous fiscal year level for the instructional or pupil service staff member. Professional rung level instructional staff or pupil service staff that will be rated a basic for the school year will be placed on an “informal growth plan” no later than April 1 of that school year. The evaluator will establish the structure of the “informal growth plan.” Instructional staff or pupil service staff whose salary will remain the same as the previous fiscal year may request an “informal hearing” with the Kimberly School Board of Trustees for review of their evaluation. The Kimberly School Board of Trustees will set the parameters and procedures for the “informal hearing.”

How about we change to: Allocations for instructional staff and pupil service staff who do not meet the Professional or Advance Professional compensation rung performance criteria shall remain at the previous fiscal year allocation level.

- In the event allocations for an instructional staff or pupil service staff remain at the previous fiscal year allocation level, due to not meeting the Professional or Advanced Professional performance criteria, salary will remain at the previous fiscal year level for the instructional or pupil service staff member.
- Professional and Advanced Professional rung level instructional staff or pupil service staff that will be rated an overall basic for the school year will be placed on an “informal growth plan” no later than April 1 of that school year. The evaluator will establish the structure of the “informal growth plan.”
- Professional and Advanced Professional rung level instructional staff and pupil service staff will be notified by May 1 if they will be rated unsatisfactory or basic in any component. Staff members will be provided the opportunity to provide evidence prior to June 1 if they would like rating reconsidered by the evaluator.
- Instructional staff or pupil service staff whose salary will remain the same as the previous fiscal year, due to not meeting the Professional or Advance Professional performance criteria, may request an “informal hearing” with the Kimberly School Board of Trustees for review of their evaluation. The Kimberly School Board of Trustees will set the parameters and procedures for the “informal hearing.”