

2022 ISBA RESOLUTION NO.

SALARY BASED APPORTIONMENT FOR CLASSIFIED EMPLOYEES

WHEREAS, the State of Idaho distributes the major portion of public school funding through the “Salary-Based Apportionment” (SBA) formula; and

WHEREAS, the SBA formula includes separate calculations for instructional, administrative, and classified salary and benefit support; and

WHEREAS, the salaries paid by local school districts to attract and retain these important positions are far above what is allocated; and

WHEREAS, the number of classified full-time equivalents (FTE’s) employed by school districts often exceeds the number funded by the SBA formula; and

WHEREAS, districts employ far more professional and technical classified staff, i.e. business and human resource professionals, technology staff, etc. than they did when the SBA formula was first established; and

WHEREAS, it is continually difficult for school districts to hire hard to fill positions such as bus drivers and paraprofessionals for the classroom due to the low wages a school district is currently able to offer because of the SBA formula; and

WHEREAS, districts expend large percentages of operational unit funding and supplemental levy revenues to pay for these classified staff; and

WHEREAS, the salaries paid for professional and technical classified staff far exceed the State’s salary based apportionment for these employees and school districts need to pay these employees competitive wages to recruit and retain qualified individuals;

NOW, THEREFORE BE IT RESOLVED, that the Idaho School Boards Association support changes leading to greater funding for classified employees. This could be addressed with changes to the base salary, adjustments to the unit factor, and/or creating a salary allocation model for highly skilled classified staff—whichever policies bring the classified staff allocation closer in line to the actual salary thresholds necessary to be paid by local school districts and charter schools in order to attract and retain these necessary professionals.

STATEMENT OF PURPOSE

In the years since the State’s salary based apportionment formula was enacted, school districts have made significant changes in how they are run. The number and percentage of classified staff and technology specialists that manage a district’s human resources and technology operations has increased dramatically. The portion of the State formula that funds classified salaries and benefits was designed with custodians and school secretaries and aides in mind. The need for highly skilled human resource specialists as well as professional business managers and technology specialists to manage the complex and technical aspects of a school district has changed the role for these classified positions. Districts now employ more professional business managers, human resource

directors, network administrators, web masters, IT specialists, etc. and other skilled classified staff than ever before. Additionally, many of these professional and technical employees are hired to meet State and Federal mandated requirements, including reporting in the Idaho System for Educational Excellence (ISEE), the State's Longitudinal Data System.

This resolution calls for changes in the SBA formula to better reflect the need to increase the salaries and the number of FTE's funded by the classified portion of the formula.

Submitted by Kuna School District No. 3

Submitted by Twin Falls School District No. 411

DRAFT