

## 2021 ISBA RESOLUTION NO. 12

### 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 percentage of funds expended by local districts and charter schools above their SBA allocation for classified salaries is often significantly higher than the percentage expended over and above the SBA allocations for administrative and instructional salaries; and

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

**WHEREAS**, school districts and charter schools 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**, school districts and charter schools 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 and charter schools need to pay these employees competitive wages to recruit and retain qualified individuals;

**NOW, THEREFORE BE IT RESOLVED** that the Idaho School Boards Association educate the Idaho State Legislature about the funding disparity between classified salaries and is the amount the Legislature allocates for them. Be it further resolved that the Idaho School Boards Association support a funding formula for classified staff designed to bring the percentage paid by the State in line with the percentage paid by districts and charters for instructional and administrative salaries. This should be addressed with changes both to the base salary and number of classified staff provided for by the unit factor.

### STATEMENT OF PURPOSE

The competitive salary range for classified staff and technology specialists that manage a districts' and charter schools' human resources and technology operations has increased dramatically. The salary range for other skilled classified staff has increased

in order to remain competitive with the industry, to be aligned with additional assignments as districts and charter schools have reduced staffing numbers, and to offer reasonable salaries to provide for cost of living increases. The portion of the State formula that funds classified salaries and benefits was initially designed with custodians, 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 or charter school has changed the role of these classified positions. Similarly, districts and charter schools rely on other classified personnel such as janitorial staff, bus drivers, and more to keep the operations of their buildings functional. Districts and charters now employ more professional business managers, human resource directors, network administrators, web masters, IT specialists, 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.

In 2017/18, school districts and charter schools spent, on average, \$1.66 for every \$1 of salary based apportionment for a difference of \$79.8 million.

In 2018/19, school districts and charter schools spent, on average, \$1.68 for every \$1 of salary based apportionment for a difference of \$85.2 million. Approximately \$69 million is attributable to Actual vs Base Salary, and the remaining \$16.2 million is attributable to hiring more staff than the allowance (6,470.8 hired vs 5,794.9 staff allowance, or 675.9 hired in excess of staff allowance). Source: *Idaho State Department of Education*

**Submitted by Nampa School District No. 131**

**Submitted by Twin Falls School District No. 411**

**Recommendation of the ISBA Executive Board: Do Pass**

*Margy Hall will address the ISBA Executive Board's Recommendation*

**PASSED**

**AYES 6559**

**NAYES 12**

**TOTAL 6571**