

## **2023 PROPOSED ISBA RESOLUTION NO. 1**

### **INCREASE 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 and charter schools to attract and retain these important professionals to these important positions are far above what is allocated; and

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

**WHEREAS**, 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**, it is continually difficult for school districts and charter schools to hire positions such as bus drivers and paraprofessionals for the classroom due to the low wages schools are currently able to offer because of the SBA formula; and

**WHEREAS**, 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 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 to the actual salary thresholds necessary for local school districts and charter schools 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 and charter schools have made significant changes in how they are run. The number and percentage of classified staff and technology specialists that manage human resources and technology operations has increased dramatically. The portion of the State formula that funds classified salaries and benefits was designed with custodians, school secretaries, 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 and charter school has changed the role for these classified positions. Districts and charter schools 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**

**Submitted by Castleford School District No. 417**

**Submitted by Murtaugh School District No. 418**

**Submitted by West Bonner County School District No. 83**

**Submitted by Filer School District No. 413**

**Submitted by Blaine County School District No. 61**

**ISBA Executive Board Recommendation: Do Pass**

*Shila Hansen, Region 7 Vice Chair, will present the ISBA recommendation during the annual business session.*