

Lakeland Joint School District #272

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**LJSD Vision: A community committed to academic excellence ...
dedicated to student success.**

Board Agenda Item **Request**

AGENDA ITEM: FY26 Certified Salary Structure

MEETING DATE: May 7, 2025

PREPARED BY: Jessica Grantham

INFORMATIONAL SUMMARY:

The recent state webinar created a fair amount of confusion and concern among districts across the state regarding the minimum salary requirements for certificated staff under 33-1004E and the corresponding minimum amounts defined in 33-1004B.

Section 33-1004E requires that all certificated instructional staff be paid no less than the minimum salary specified for their applicable rung level, as defined in 33-1004B. This means:

- Staff placed anywhere between R1 to R3 must receive at least the minimum for R1,
- Staff between P1 to P5 must receive at least the minimum for P1
- Staff on AP1 to AP5 must be paid at least the minimum for AP1.

For FY26, 33-1004B(10) states:

(10) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

The Legislature approved a 5% CEC (Change in Employee Compensation) for FY26.

The codified salary schedule for FY25 is below, so our interpretation of the minimum would be 5% on these codified rungs for R1, P1, and AP1:

f) Effective July 1, 2024, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

Beginning in FY24 and continuing for FY25 & FY26, the Legislature included an additional \$6,359 in the apportionment to districts, but this amount was not codified in the 33-1004B of the career ladder statute. The state is now indicating that the \$6,359 must be included in determining the FY26 minimum salary, despite it not being previously required in FY24 and FY25.

For example, under the state's interpretation, the minimum salary for someone in the Residency rung would be the R1 minimum of:

$\$41,500 + \$6,359$, increased by 5% CEC = $\$50,252$

Effective July 1, 2025, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency	\$50,252	\$51,302	\$52,352		
Professional	\$53,402	\$55,239	\$57,077	\$58,914	\$60,752
Advanced Professional	\$64,427	\$66,527	\$68,627	\$70,727	\$72,827

Many districts did not receive sufficient funding to fully pass through the \$6,359 in FY24, due to the common gap between the number of funded positions and the number of actual staff employed, most at higher salary levels that were developed by districts long before the implementation of the career ladder. This is a key reason most Idaho districts rely on local levies.

In our case, while we did not receive full funding, we were able to restructure our schedule and pass through the \$6,359 proportionally in FY24. However, we were unable to increase base salaries in FY25. Matching the required minimums in FY26 would require us to restructure our salary schedule again and eliminate the AP stipend pass-through by building it into the base of the certified salary schedule. Additional impacts could include having additional staffing reductions (increasing class sizes), unfairly having to increase those below the minimums, and not being able to give our other staff increases.

We are working diligently to outline the impact on our existing certified staff to determine the impact of these new requirements on the FY26 budget. I anticipate working through the IBB (Interest Based Bargaining) process to provide a recommendation for the certified salary schedule to incorporate into the FY26 budget.