

2018 ISBA RESOLUTION

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 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 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, 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 to the salary based apportionment formula for classified staff designed to bring the percentage paid by the State in line with the percentage paid by districts 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

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 Weiser School District No. 431