

**S1205 additional Career Ladder Allocation Funding Estimated Usage Report**

12/21/2023

a	b	c	d	e	f1	f2	g1	g2	h1	h2	i1	i2	i3	j	k
School District/ Charter School Number:	School District/ Charter School Name:	Estimated Support Units:	Estimated Allocated Inst/PSS FTEs (c x 1.1)	Estimated Amount Received from S1205 (d x \$6,359)	Actual FTEs from Fund 10 as of 9/29/23	Actual FTEs all funds as of 9/29/23	Estimated amount spent for raises directly from S1205	Estimated amount spent for raises due to, but not funded by S1205	Estimated FTEs to receive raises directly from S1205	Estimated FTEs to receive raises due to, but not directly from S1205	Average distribution of those directly funded by S1205 (g1 / h1)	Average distribution of those indirectly funded by S1205 (g2 / h2)	Unallocated Funding (e - g1)	Smallest distribution per FTE*	Largest distribution per FTE*
001	Boise Independent	1,072.00	1,179.20	\$ 7,498,533	1,669.37	1,713.67	\$ 7,498,533	\$ 3,398,695	1179.20	534.47	\$ 6,359.00	\$ 6,359.00	\$ -	\$ 3,202.00	\$ 5,913.00
002	West Ada Joint	1,838.06	2,021.87	\$ 12,857,046	2,100.76	2,313.67	\$ 12,857,046	\$ 1,567,562	2100.76	212.91	\$ 6,120.19	\$ 7,362.56	\$ -	\$ 4,965.00	\$ 4,965.00
003	Kuna Joint	269.00	295.90	\$ 1,881,628	320.51	346.51	\$ 1,269,564	\$ 102,986	320.51	26.00	\$ 3,961.07	\$ 3,961.00	\$ 612,064.00	\$ 3,550.00	\$ 7,285.00
011	Meadows Valley	13.24	14.56	\$ 92,612	15.49	15.49	\$ 92,612	\$ -	16.00	0.00	\$ 5,788.25	-	\$ -	\$ 5,788.00	\$ 5,788.00
013	Council	19.50	21.45	\$ 136,401	18.53	18.53	\$ 124,001	\$ -	22.71	0.00	\$ 5,460.17	-	\$ 12,401.00	\$ 4,619.00	\$ 6,447.00
021	Marsh Valley Joint	64.42	70.86	\$ 450,611	74.69	74.94	\$ 413,819	\$ -	74.94	0.00	\$ 5,522.00	-	\$ 36,792.00	\$ 5,522.00	\$ 5,522.00
025	Pocatello	577.00	634.70	\$ 4,036,057	672.45	696.95	\$ 4,036,057	\$ 649,061	597.00	106.00	\$ 6,760.56	\$ 6,123.22	\$ -	\$ 5,600.00	\$ 8,200.00
033	Bear Lake County	70.13	77.14	\$ 490,552	77.14	77.14	\$ 490,552	\$ -	77.14	0.00	\$ 6,359.24	-	\$ -	\$ 6,359.00	\$ 6,359.00
041	St. Maries Joint	51.92	57.11	\$ 363,175	62.19	65.64	\$ 363,175	\$ 20,148	62.19	3.45	\$ 5,839.77	\$ 5,840.00	\$ -	\$ 5,436.00	\$ 5,436.00
044	Plummer / Worley Joint	20.88	22.97	\$ 146,054	32.57	39.36	\$ 149,568	\$ -	39.36	0.00	\$ 3,800.00	-	\$ -	\$ 3,800.00	\$ 3,800.00
052	Snake River	140.00	154.00	\$ 979,286	145.20	145.20	\$ 979,286	\$ 127,180	125.20	20.00	\$ 7,821.77	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
055	Blackfoot	195.00	214.50	\$ 1,364,006	197.45	241.13	\$ 1,364,006	\$ 277,530	197.50	43.50	\$ 6,906.36	\$ 6,380.00	\$ -	\$ 4,000.00	\$ 10,872.00
058	Aberdeen	37.85	41.64	\$ 264,757	45.11	49.25	\$ 264,757	\$ -	49.00	0.00	\$ 5,403.20	-	\$ -	\$ 5,403.00	\$ 5,403.00
059	Firth	46.82	51.50	\$ 327,501	49.96	50.96	\$ 327,501	\$ 6,359	49.96	1.00	\$ 6,555.26	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
060	Shelley Joint	116.17	127.79	\$ 812,598	134.07	134.32	\$ 812,598	\$ 24,940	130.32	4.00	\$ 6,235.41	\$ 6,235.00	\$ -	\$ 6,235.00	\$ 6,235.00
061	Blaine County	157.00	172.70	\$ 1,098,199	293.63	308.28	\$ 1,098,199	\$ 69,433	293.63	14.65	\$ 3,740.08	\$ 4,739.45	\$ -	\$ 1,929.48	\$ 5,370.83
071	Garden Valley	19.20	21.12	\$ 134,302	20.00	20.00	\$ 134,302	\$ -	20.00	0.00	\$ 6,715.10	-	\$ -	\$ 6,359.00	\$ 6,359.00
072	Basin	20.33	22.36	\$ 142,206	24.89	27.16	\$ 145,385	\$ -	27.44	0.00	\$ 5,298.29	-	\$ -	\$ 5,298.00	\$ 5,298.00
073	Horseshoe Bend	14.50	15.95	\$ 101,426	18.33	19.33	\$ 101,426	\$ 4,715	18.33	1.00	\$ 5,533.33	\$ 4,715.00	\$ -	\$ 4,343.00	\$ 6,447.00
083	West Bonner County	60.55	66.61	\$ 423,541	58.58	69.00	\$ 423,541	\$ 75,338	58.58	10.42	\$ 7,230.13	\$ 7,230.13	\$ -	\$ 7,230.00	\$ 7,230.00
084	Lake Pend Oreille	182.00	200.20	\$ 1,273,072	228.09	243.53	\$ 1,273,072	\$ 77,490	230.00	14.00	\$ 5,535.10	\$ 5,535.00	\$ -	\$ 5,535.00	\$ 5,535.00
091	Idaho Falls	470.55	517.61	\$ 3,291,450	568.84	594.26	\$ 3,291,450	\$ 147,105	568.84	25.42	\$ 5,786.25	\$ 5,786.98	\$ -	\$ 3,049.00	\$ 6,355.00
092	Swan Valley Elementary	3.75	4.13	\$ 26,231	5.00	5.00	\$ 25,000	\$ -	5.00	0.00	\$ 5,000.00	-	\$ 1,231.00	\$ 5,000.00	\$ 5,000.00
093	Bonneville Joint	642.00	706.20	\$ 4,490,726	732.29	756.29	\$ 4,490,726	\$ -	764.00	0.00	\$ 5,877.91	-	\$ -	\$ 5,876.00	\$ 5,876.00
101	Boundary County	72.03	79.23	\$ 503,843	79.70	86.37	\$ 503,843	\$ 91,410	79.70	86.37	\$ 6,321.74	\$ 1,058.35	\$ -	\$ 91.00	\$ 6,039.00
111	Butte County	27.09	29.80	\$ 189,492	30.37	30.97	\$ 189,492	\$ 7,446	29.80	1.17	\$ 6,358.79	\$ 6,364.30	\$ -	\$ 6,359.00	\$ 6,359.00
121	Camas County	13.33	14.66	\$ 93,242	17.50	17.50	\$ 93,242	\$ 18,041	14.66	2.84	\$ 6,359.00	\$ 6,352.29	\$ -	\$ 6,359.00	\$ 6,359.00
131	Nampa	620.30	682.33	\$ 4,338,936	737.35	841.47	\$ 4,338,936	\$ 662,099	737.35	104.12	\$ 5,884.50	\$ 6,359.00	\$ -	\$ 3,275.00	\$ 7,854.00
132	Caldwell	260.76	286.84	\$ 1,823,990	320.57	349.53	\$ 1,823,990	\$ 165,753	320.57	28.96	\$ 5,689.83	\$ 5,723.52	\$ -	\$ 2,502.00	\$ 7,513.00
133	Wilder	37.90	41.69	\$ 265,107	41.14	44.94	\$ 265,107	\$ 17,615	42.14	2.80	\$ 6,291.10	\$ 6,291.07	\$ -	\$ 4,112.00	\$ 5,861.00
134	Middleton	203.79	224.17	\$ 1,425,491	233.42	251.75	\$ 1,425,491	\$ 114,462	232.42	18.00	\$ 6,133.25	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
135	Notus	19.97	21.97	\$ 139,688	26.95	26.95	\$ 139,688	\$ 562	26.84	0.11	\$ 5,204.47	\$ 5,109.09	\$ -	\$ 5,000.00	\$ 5,250.00
136	Melba Joint	42.50	46.75	\$ 297,283	46.50	47.50	\$ 265,430	\$ -	46.50	1.00	\$ 5,708.17	\$ -	\$ 31,853.00	\$ 5,588.00	\$ 5,588.00
137	Parma	50.60	55.66	\$ 353,942	64.70	69.45	\$ 353,942	\$ 10,016	68.13	2.11	\$ 5,195.10	\$ 4,746.92	\$ -	\$ 5,000.00	\$ 5,200.00

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139	Vallivue	456.76	502.44	\$ 3,194,991	535.40	579.75	\$ 1,450,576	\$ 120,159	535.40	44.35	\$ 2,709.33	\$ 2,709.33	\$ 1,744,415.00	\$ 2,200.00	\$ 3,178.00
148	Grace Joint	29.50	32.45	\$ 206,350	34.21	34.21	\$ 152,433	\$ 29,679	36.20	0.00	\$ 4,210.86	-	\$ 53,917.00	\$ 4,465.00	\$ 6,735.00
149	North Gem	12.50	13.75	\$ 87,436	16.00	16.00	\$ 78,470	\$ -	16.00	0.00	\$ 4,904.38	-	\$ 8,966.00	\$ 4,904.38	\$ 4,904.38
150	Soda Springs Joint	48.91	53.80	\$ 342,121	52.95	54.95	\$ 210,988	\$ 4,698	52.95	2.00	\$ 3,984.66	\$ 2,348.84	\$ 131,133.00	\$ 3,289.44	\$ 4,689.04
151	Cassia County Joint	270.04	297.04	\$ 1,888,903	329.06	335.25	\$ 1,888,903	\$ 130,979	313.50	21.74	\$ 6,025.21	\$ 6,024.79	\$ -	\$ 6,025.00	\$ 6,025.00
161	Clark County Joint	11.02	12.12	\$ 77,084	14.49	15.08	\$ 77,084	\$ 18,825	12.12	2.96	\$ 6,360.07	\$ 6,359.80	\$ -	\$ 3,519.00	\$ 3,519.00
171	Orofino Joint	77.72	85.49	\$ 543,644	75.53	83.23	\$ 543,644	\$ 218,283	68.50	14.73	\$ 7,936.41	\$ 14,818.94	\$ -	\$ 2,818.00	\$ 6,571.00
181	Challis Joint	20.02	22.02	\$ 140,038	28.07	31.28	\$ 140,038	\$ 50,426	21.78	9.50	\$ 6,429.66	\$ 5,308.00	\$ -	\$ 1,000.00	\$ 5,308.00
182	Mackay Joint	14.85	16.34	\$ 103,874	16.33	16.33	\$ 103,874	\$ -	16.33	0.00	\$ 6,360.93	-	\$ -	\$ 6,359.00	\$ 6,359.00
191	Prairie Elementary	0.00	0.00	\$ -	0.97	0.97	\$ -	\$ -	0.00	0.00	-	-	\$ -	\$ -	\$ -
192	Glenns Ferry Joint	23.16	25.48	\$ 162,002	29.17	34.67	\$ 162,002	\$ 25,218	30.00	4.67	\$ 5,400.07	\$ 5,400.00	\$ -	\$ 5,400.00	\$ 5,400.00
193	Mountain Home	174.50	191.95	\$ 1,220,610	191.94	209.04	\$ 1,220,610	\$ 108,739	191.94	17.10	\$ 6,359.33	\$ 6,359.01	\$ -	\$ 6,359.00	\$ 6,359.00
201	Preston Joint	115.53	127.08	\$ 808,121	125.14	125.14	\$ 734,709	\$ 254,010	115.53	9.61	\$ 6,359.47	\$ 26,431.84	\$ 73,412.00	\$ 4,350.00	\$ 7,597.00
202	West Side Joint	42.44	46.68	\$ 296,864	46.08	48.08	\$ 296,864	\$ 16,986	46.08	2.00	\$ 6,442.36	\$ 8,493.00	\$ -	\$ 5,400.00	\$ 6,000.00
215	Fremont County Joint	113.92	125.31	\$ 796,859	132.29	134.95	\$ 796,859	\$ 61,301	125.31	9.64	\$ 6,359.10	\$ 6,359.02	\$ -	\$ 6,359.00	\$ 6,359.00
221	Emmett Independent	117.40	129.14	\$ 821,201	132.55	145.11	\$ 821,201	\$ 124,086	124.92	22.92	\$ 6,573.82	\$ 5,413.87	\$ -	\$ 4,700.00	\$ 12,335.00
231	Gooding Joint	63.50	69.85	\$ 444,176	76.10	78.25	\$ 444,176	\$ 45,467	69.85	7.15	\$ 6,359.00	\$ 6,359.02	\$ -	\$ -	\$ 6,359.00
232	Wendell	56.00	61.60	\$ 391,714	60.49	70.65	\$ 391,714	\$ 59,775	61.60	9.40	\$ 6,358.99	\$ 6,359.04	\$ -	\$ 6,359.00	\$ 6,359.00
233	Hagerman Joint	23.18	25.50	\$ 162,142	26.00	26.00	\$ 162,142	\$ 3,192	25.50	0.51	\$ 6,358.51	\$ 6,258.82	\$ -	\$ 6,359.00	\$ 6,359.00
234	Bliss Joint	12.60	13.86	\$ 88,136	14.66	15.50	\$ 88,136	\$ 10,428	13.86	1.64	\$ 6,359.02	\$ 6,358.54	\$ -	\$ 6,359.00	\$ 6,359.00
242	Cottonwood Joint	26.70	29.37	\$ 186,764	32.00	32.00	\$ 186,764	\$ -	32.00	0.00	\$ 5,836.38	-	\$ -	\$ 4,074.00	\$ 9,579.00
243	Salmon River Joint	12.00	13.20	\$ 83,939	17.79	17.79	\$ 76,308	\$ -	17.79	0.00	\$ 4,289.38	-	\$ 7,631.00	\$ 4,289.00	\$ 4,289.00
244	Mountain View	63.00	69.30	\$ 440,679	76.30	76.30	\$ 440,679	\$ 81,421	65.00	11.30	\$ 6,779.68	\$ 7,205.40	\$ -	\$ 4,500.00	\$ 7,250.00
251	Jefferson County Joint	304.80	335.28	\$ 2,132,046	370.33	374.23	\$ 2,132,046	\$ 475,358	306.00	68.23	\$ 6,967.47	\$ 6,966.99	\$ -	\$ 6,359.00	\$ 8,269.00
252	Ririe Joint	39.29	43.22	\$ 274,830	44.25	44.50	\$ 274,830	\$ -	44.50	0.00	\$ 6,175.96	-	\$ -	\$ 3,088.00	\$ 6,246.00
253	West Jefferson	34.50	37.95	\$ 241,324	39.50	39.50	\$ 241,324	\$ 9,857	39.50	0.00	\$ 6,109.47	-	\$ -	\$ 6,359.00	\$ 6,359.00
261	Jerome Joint	192.12	211.33	\$ 1,343,860	225.79	248.02	\$ 1,343,860	\$ -	248.02	0.00	\$ 5,418.35	-	\$ -	\$ 5,418.35	\$ 5,418.35
262	Valley	30.00	33.00	\$ 209,847	43.90	44.90	\$ 209,847	\$ -	44.90	0.00	\$ 4,673.65	-	\$ -	\$ 4,371.00	\$ 4,674.00
271	Coeur d' Alene	471.00	518.10	\$ 3,294,598	575.66	628.40	\$ 3,294,598	\$ 819,284	519.00	126.00	\$ 6,347.97	\$ 6,502.25	\$ -	\$ 6,359.00	\$ 6,359.00
272	Lakeland	222.71	244.98	\$ 1,557,834	277.51	292.24	\$ 1,557,834	\$ 122,805	270.18	21.06	\$ 5,765.91	\$ 5,831.18	\$ -	\$ 3,714.00	\$ 9,505.00
273	Post Falls	279.00	306.90	\$ 1,951,577	326.36	343.36	\$ 1,451,059	\$ 38,979	316.36	10.00	\$ 4,586.73	\$ 3,897.93	\$ 500,518.00	\$ 5,258.00	\$ 1,346.00
274	Kootenai Joint	13.99	15.39	\$ 97,859	16.50	16.50	\$ 97,859	\$ 9,539	15.39	1.50	\$ 6,358.61	\$ 6,359.33	\$ -	\$ 6,359.00	\$ 6,359.00
281	Moscow	100.91	111.00	\$ 705,855	160.00	165.07	\$ 705,855	\$ 65,618	160.00	5.07	\$ 4,411.59	\$ 12,942.41	\$ -	\$ 296.79	\$ 5,274.96
282	Genesee Joint	16.50	18.15	\$ 115,416	22.30	22.54	\$ 115,416	\$ 6,639	18.15	5.39	\$ 6,359.01	\$ 1,231.73	\$ -	\$ 3,468.91	\$ 9,749.29
283	Kendrick Joint	18.86	20.75	\$ 131,924	20.96	20.96	\$ 131,924	\$ -	20.96	0.00	\$ 6,294.08	-	\$ -	\$ 6,294.00	\$ 6,294.00
285	Potlatch	27.67	30.44	\$ 193,549	35.60	35.60	\$ 193,549	\$ 188,144	34.60	34.60	\$ 5,593.90	\$ 5,437.69	\$ -	\$ 1,863.00	\$ 8,717.00

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287	Troy	19.20	21.12	\$ 134,302	24.00	24.00	\$ 84,373	\$ -	24.00	0.00	\$ 3,515.54	-	\$ 49,929.00	\$ 2,673.00	\$ 4,660.00
288	Whitepine Joint	15.43	16.97	\$ 107,931	19.12	19.12	\$ 108,585	\$ 654	19.00	19.00	\$ 5,715.00	\$ 34.42	\$ -	\$ 5,717.00	\$ 5,717.00
291	Salmon	34.00	37.40	\$ 237,827	46.00	47.00	\$ 230,000	\$ 5,000	46.00	1.00	\$ 5,000.00	\$ 5,000.00	\$ 7,827.00	\$ 6,294.00	\$ 6,294.00
292	South Lemhi	12.89	14.18	\$ 90,164	13.00	13.00	\$ 89,026	\$ -	14.00	0.00	\$ 6,359.00	-	\$ 1,138.00	\$ 6,359.00	\$ 6,359.00
302	Nezperce Joint	13.42	14.76	\$ 93,872	16.38	17.73	\$ 93,872	\$ 8,209	16.15	0.53	\$ 5,812.51	\$ 15,487.91	\$ -	\$ 1,566.03	\$ 8,366.29
304	Kamiah Joint	25.00	27.50	\$ 174,873	26.50	32.50	\$ 174,873	\$ -	32.50	0.00	\$ 5,380.71	-	\$ -	\$ 5,478.52	\$ 5,478.52
305	Highland Joint	13.33	14.66	\$ 93,242	16.00	16.00	\$ 93,242	\$ 8,502	14.66	1.34	\$ 6,359.00	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
312	Shoshone Joint	32.00	35.20	\$ 223,837	35.86	38.00	\$ 223,837	\$ 13,608	35.86	2.14	\$ 6,241.97	\$ 6,358.88	\$ -	\$ 6,359.00	\$ 6,359.00
314	Dietrich	14.04	15.44	\$ 98,208	16.00	16.00	\$ 98,208	\$ 3,536	15.44	0.56	\$ 6,360.62	\$ 6,314.29	\$ -	\$ 6,359.00	\$ 6,359.00
316	Richfield	14.58	16.04	\$ 101,986	16.43	17.00	\$ 101,986	\$ 6,117	16.43	0.57	\$ 6,207.30	\$ 10,731.58	\$ -	\$ 6,359.00	\$ 6,359.00
321	Madison	264.00	290.40	\$ 1,846,654	301.45	301.45	\$ 1,846,654	\$ 7,196	300.27	1.17	\$ 6,149.98	\$ 6,150.00	\$ -	\$ 6,150.00	\$ 6,150.00
322	Sugar-Salem Joint	102.00	112.20	\$ 713,480	107.48	107.48	\$ 713,480	\$ -	106.80	0.00	\$ 6,680.52	-	\$ -	\$ 6,678.00	\$ 6,678.00
331	Minidoka County Joint	208.95	229.85	\$ 1,461,584	231.65	282.00	\$ 1,461,584	\$ 258,616	231.65	50.35	\$ 6,309.45	\$ 5,136.37	\$ -	\$ 6,100.00	\$ 6,100.00
340	Lewiston Independent	230.00	253.00	\$ 1,608,827	297.09	332.17	\$ 1,608,827	\$ 189,969	297.09	35.08	\$ 5,415.28	\$ 5,415.31	\$ -	\$ 3,459.00	\$ 6,138.00
341	Lapwai	28.20	31.02	\$ 197,256	36.00	40.30	\$ 197,256	\$ 12,399	36.00	4.30	\$ 5,479.33	\$ 2,883.49	\$ -	\$ 3,812.00	\$ 6,175.00
342	Culdesac Joint	12.42	13.66	\$ 86,877	13.86	14.00	\$ 86,877	\$ 1,258	13.86	0.14	\$ 6,268.18	\$ 8,985.71	\$ -	\$ 6,359.00	\$ 6,359.00
351	Oneida County	375.00	412.50	\$ 2,623,088	414.40	414.40	\$ 2,623,088	\$ -	414.40	0.00	\$ 6,329.85	-	\$ -	\$ 6,359.00	\$ 6,359.00
363	Marsing Joint	42.99	47.29	\$ 300,711	53.61	56.11	\$ 300,711	\$ 4,000	48.00	1.00	\$ 6,264.81	\$ 4,000.00	\$ -	\$ 4,000.00	\$ 5,000.00
364	Pleasant Valley Elementary	1.00	1.10	\$ 6,995	2.00	2.00	\$ 6,995	\$ -	1.00	0.00	\$ 6,995.00	-	\$ -	\$ -	\$ 6,995.00
365	Bruneau-Grand View Joint	18.49	20.34	\$ 129,336	20.34	23.25	\$ 129,336	\$ 9,539	20.34	1.50	\$ 6,358.70	\$ 6,359.33	\$ -	\$ 6,359.00	\$ 6,359.00
370	Homedale Joint	61.40	67.54	\$ 429,487	69.55	74.70	\$ 347,750	\$ 25,750	69.55	5.15	\$ 5,000.00	\$ 5,000.00	\$ 81,737.00	\$ 5,000.00	\$ 5,000.00
371	Payette Joint	67.00	73.70	\$ 468,658	70.75	78.59	\$ 441,396	\$ 43,700	70.75	7.84	\$ 6,238.81	\$ 5,574.00	\$ 27,262.00	\$ 5,574.00	\$ 6,273.00
372	New Plymouth	51.30	56.43	\$ 358,838	51.37	53.37	\$ 358,838	\$ 19,077	51.00	3.00	\$ 7,036.04	\$ 6,359.00	\$ -	\$ 619.00	\$ 7,273.00
373	Fruitland	83.80	92.18	\$ 586,173	93.67	93.67	\$ 586,173	\$ 5,214	92.18	0.82	\$ 6,359.00	\$ 6,358.54	\$ -	\$ 6,359.00	\$ 6,359.00
381	American Falls Joint	76.90	84.59	\$ 537,908	103.41	106.24	\$ 537,908	\$ 67,660	94.37	11.87	\$ 5,699.99	\$ 5,700.08	\$ -	\$ 5,700.00	\$ 5,700.00
382	Rockland	13.63	14.99	\$ 95,340	16.86	16.86	\$ 95,340	\$ 5,820	15.89	0.97	\$ 6,000.00	\$ 6,000.00	\$ -	\$ 6,000.00	\$ 6,000.00
383	Arbon Elementary	2.08	2.29	\$ 14,549	2.00	2.00	\$ 14,549	\$ -	2.00	0.00	\$ 7,274.50	-	\$ -	\$ 6,359.00	\$ 8,190.00
391	Kellogg Joint	54.50	59.95	\$ 381,222	72.10	74.29	\$ 358,625	\$ 15,738	72.10	2.19	\$ 4,973.99	\$ 7,186.49	\$ 22,597.00	\$ -	\$ 7,743.00
392	Mullan	11.23	12.35	\$ 78,553	14.25	14.25	\$ 78,553	\$ 10,473	12.35	1.65	\$ 6,360.57	\$ 6,347.27	\$ -	\$ 6,359.00	\$ 6,359.00
393	Wallace	29.00	31.90	\$ 202,852	44.56	45.71	\$ 267,898	\$ 5,730	44.56	1.15	\$ 6,012.07	\$ 4,982.61	\$ -	\$ 3,667.00	\$ 8,131.00
394	Avery	1.38	1.52	\$ 9,653	2.90	2.90	\$ 9,653	\$ 3,065	1.52	0.49	\$ 6,350.66	\$ 6,255.10	\$ -	\$ -	\$ 6,359.00
401	Teton County	94.50	103.95	\$ 661,018	110.43	126.51	\$ 661,018	\$ 143,459	103.95	22.56	\$ 6,359.00	\$ 6,359.00	\$ -	\$ 5,356.00	\$ 12,023.00
411	Twin Falls	437.93	481.72	\$ 3,063,277	488.46	558.08	\$ 3,063,277	\$ 485,554	481.72	76.36	\$ 6,359.04	\$ 6,358.75	\$ -	\$ 6,359.00	\$ 6,359.00
412	Buhl Joint	63.84	70.22	\$ 446,554	69.52	73.77	\$ 446,554	\$ 22,549	69.52	4.25	\$ 6,423.39	\$ 5,305.65	\$ -	\$ 6,359.00	\$ 6,359.00
413	Filer	78.00	85.80	\$ 545,602	88.60	92.70	\$ 563,407	\$ 26,072	88.60	4.10	\$ 6,359.00	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
414	Kimberly	92.83	102.11	\$ 649,337	117.96	120.21	\$ 669,884	\$ 12,681	117.96	2.25	\$ 5,678.90	\$ 5,636.00	\$ -	\$ 5,636.00	\$ 6,359.00

a	b	c	d	e	f1	f2	g1	g2	h1	h2	i1	i2	i3	j	k
School District/ Charter School Number:	School District/ Charter School Name:	Estimated Support Units:	Estimated Allocated Inst/PSS FTEs (c x 1.1)	Estimated Amount Received from S1205 (d x \$6,359)	Actual FTEs from Fund 10 as of 9/29/23	Actual FTEs all funds as of 9/29/23	Estimated amount spent for raises directly from S1205	Estimated amount spent for raises due to, but not funded by S1205	Estimated FTEs to receive raises directly from S1205	Estimated FTEs to receive raises due to, but not directly from S1205	Average distribution of those directly funded by S1205 (g1 / h1)	Average distribution of those indirectly funded by S1205 (g2 / h2)	Unallocated Funding (e - g1)	Smallest distribution per FTE*	Largest distribution per FTE*
415	Hansen	20.40	22.44	\$ 142,696	21.87	25.01	\$ 142,696	\$ 16,979	25.01	3.14	\$ 5,705.56	\$ 5,407.26	\$ -	\$ 4,561.00	\$ 6,156.00
416	Three Creek Joint Elementary	1.00	1.10	\$ 6,995	0.90	0.90	\$ 6,995	\$ -	1.00	0.00	\$ 6,995.00	-	\$ -	\$ 6,995.00	\$ 6,995.00
417	Castlefjord Joint	19.56	21.52	\$ 136,820	21.75	21.75	\$ 128,524	\$ -	21.75	0.00	\$ 5,909.15	-	\$ 8,296.00	\$ 5,842.00	\$ 5,842.00
418	Murtaugh Joint	24.00	26.40	\$ 167,878	26.80	27.10	\$ 167,878	\$ -	27.10	0.00	\$ 6,194.76	-	\$ -	\$ 6,100.00	\$ 6,195.00
421	McCall-Donnelly Joint	69.49	76.44	\$ 486,076	100.97	104.61	\$ 486,076	\$ 17,523	100.97	3.64	\$ 4,814.06	\$ 4,814.01	\$ -	\$ 4,133.00	\$ 4,814.00
422	Cascade	14.59	16.05	\$ 102,056	19.00	19.00	\$ 102,056	\$ 4,344	19.00	0.00	\$ 5,371.37	-	\$ -	\$ 5,600.00	\$ 5,600.00
431	Weiser	77.69	85.46	\$ 543,434	90.18	95.18	\$ 543,434	\$ -	91.18	0.00	\$ 5,960.01	-	\$ -	\$ 5,800.00	\$ 6,861.00
432	Cambridge Joint	12.44	13.68	\$ 87,017	14.92	16.00	\$ 87,017	\$ 6,333	14.92	0.79	\$ 5,832.24	\$ 8,016.67	\$ -	\$ 5,942.00	\$ 5,942.00
433	Midvale	13.56	14.92	\$ 94,851	14.67	14.67	\$ 94,851	\$ -	14.67	0.00	\$ 6,465.64	-	\$ -	\$ -	\$ -
451	Victory Charter School	25.42	27.96	\$ 177,810	16.02	17.45	\$ 177,810	\$ 3,690	17.10	0.35	\$ 10,398.25	\$ 10,542.86	\$ -	\$ 10,000.00	\$ 10,000.00
452	Idaho Virtual Academy	102.90	113.19	\$ 719,775	65.30	74.00	\$ 719,775	\$ 75,816	65.00	9.00	\$ 11,073.46	\$ 8,424.00	\$ -	\$ 5,130.00	\$ 14,175.00
453	McKenna Charter School	36.78	40.46	\$ 257,272	28.88	28.88	\$ 190,819	\$ -	29.00	0.00	\$ 6,579.97	-	\$ 66,453.00	\$ 6,359.00	\$ 12,000.00
454	Rolling Hills Public Charter School	12.55	13.81	\$ 87,786	13.47	13.47	\$ 87,786	\$ 3,180	13.00	0.47	\$ 6,752.77	\$ 6,764.89	\$ -	\$ 6,359.00	\$ 10,012.00
455	Compass Public Charter School	64.26	70.69	\$ 449,492	66.25	67.25	\$ 449,492	\$ 168,125	67.25	67.25	\$ 6,530.00	\$ 2,500.00	\$ -	\$ 1,500.00	\$ 6,000.00
456	Falcon Ridge Public Charter School	17.01	18.71	\$ 118,983	17.20	17.71	\$ 118,983	\$ -	18.71	18.71	\$ 6,359.33	\$ -	\$ -	\$ 6,359.00	\$ 6,359.00
457	INSPIRE Connections Academy	75.20	82.72	\$ 526,016	24.04	46.93	\$ 526,016	\$ -	46.93	0.00	\$ 11,208.52	-	\$ -	\$ 11,209.00	\$ 11,209.00
458	Liberty Charter School	25.87	28.46	\$ 180,958	16.00	17.65	\$ 180,958	\$ 2,042	17.45	0.20	\$ 10,370.09	\$ 10,210.00	\$ -	\$ 10,000.00	\$ 10,000.00
460	Connor Academy	37.23	40.95	\$ 260,420	36.45	38.60	\$ 260,420	\$ 19,625	36.45	2.15	\$ 7,144.58	\$ 9,127.91	\$ -	\$ 4,200.00	\$ 16,100.00
461	Taylor's Crossing Public Charter School	21.86	24.05	\$ 152,909	17.11	17.63	\$ 152,909	\$ -	17.63	0.00	\$ 8,673.23	-	\$ -	\$ 4,938.00	\$ 9,638.00
462	Xavier Charter School	37.00	40.70	\$ 258,811	37.00	37.00	\$ 241,642	\$ -	38.00	0.00	\$ 6,359.00	-	\$ 17,169.00	\$ 6,359.00	\$ 6,359.00
463	Vision Charter School	41.25	45.38	\$ 288,540	31.40	32.90	\$ 288,540	\$ 881	32.80	0.10	\$ 8,796.95	\$ 8,810.00	\$ -	\$ 8,500.00	\$ 10,321.00
464	White Pine Charter School	30.89	33.98	\$ 216,072	31.48	32.14	\$ 216,072	\$ -	32.14	0.00	\$ 6,722.84	-	\$ -	\$ 4,340.00	\$ 9,920.00
465	North Valley Academy	12.79	14.07	\$ 89,465	14.20	14.20	\$ 89,465	\$ 5,920	13.00	2.00	\$ 6,881.92	\$ 2,960.00	\$ -	\$ 6,359.00	\$ 6,359.00
466	iSucceed Virtual High School	60.44	66.48	\$ 422,772	55.99	56.59	\$ 368,822	\$ -	58.00	0.00	\$ 6,359.00	-	\$ 53,950.00	\$ 6,359.00	\$ 6,359.00
468	Idaho Science and Technology Charter School	18.42	20.26	\$ 128,846	23.33	25.51	\$ 128,846	\$ 30,000	25.50	6.50	\$ 5,052.78	\$ 4,615.38	\$ -	\$ 5,053.00	\$ 5,053.00
469	Idaho Connects Online (ICON)	25.53	28.08	\$ 178,580	28.68	28.68	\$ 178,580	\$ -	24.00	22.50	\$ 7,440.83	\$ -	\$ -	\$ 6,359.00	\$ 6,359.00
470	Kootenai Bridge Academy	17.51	19.26	\$ 122,481	6.21	6.21	\$ 39,489	\$ -	6.21	0.00	\$ 6,358.94	-	\$ 82,992.00	\$ 6,359.00	\$ 6,359.00
472	Palouse Prairie Charter School	11.26	12.39	\$ 78,763	12.81	13.31	\$ 78,763	\$ 1,233	12.81	0.50	\$ 6,148.56	\$ 2,466.00	\$ -	\$ 6,200.00	\$ 6,359.00
473	The Village Charter School	5.31	5.84	\$ 37,143	5.50	8.50	\$ 20,152	\$ 15,099	8.50	0.00	\$ 2,370.82	-	\$ 16,991.00	\$ 2,400.00	\$ 5,903.00
474	Monticello Montessori Charter School	9.35	10.29	\$ 65,402	10.25	10.25	\$ 65,402	\$ -	10.25	0.00	\$ 6,380.68	-	\$ -	\$ 6,381.00	\$ 6,381.00
475	Sage International School of Boise	52.92	58.21	\$ 370,170	69.73	73.60	\$ 370,170	\$ 70,277	61.86	11.74	\$ 5,984.00	\$ 5,986.12	\$ -	\$ 3,564.00	\$ 7,567.00
477	Blackfoot Charter Community Learning Center	19.40	21.34	\$ 135,701	24.95	25.95	\$ 135,701	\$ 22,956	21.34	3.61	\$ 6,359.00	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
478	Legacy Charter School	18.05	19.86	\$ 126,258	11.38	12.75	\$ 126,258	\$ -	11.75	0.00	\$ 10,745.36	-	\$ -	\$ 10,000.00	\$ 10,000.00
479	Heritage Academy	10.30	11.33	\$ 72,047	11.55	12.40	\$ 72,047	\$ 6,805	11.33	1.07	\$ 6,358.96	\$ 6,359.81	\$ -	\$ 6,359.00	\$ 6,359.00
480	STEM Charter Academy	32.00	35.20	\$ 223,837	31.31	31.56	\$ 223,837	\$ -	31.56	0.00	\$ 7,092.43	-	\$ -	\$ 6,400.00	\$ 6,400.00
481	Heritage Community Charter School	25.11	27.62	\$ 175,642	22.78	25.50	\$ 173,616	\$ 18,966	22.78	2.72	\$ 7,621.42	\$ 6,972.61	\$ 2,026.00	\$ 6,359.00	\$ 16,023.00

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482	American Heritage Charter School	26.00	28.60	\$ 181,867	27.24	28.60	\$ 181,867	\$ 17,458	26.10	2.50	\$ 6,968.08	\$ 6,983.20	\$ -	\$ 6,359.00	\$ 6,359.00
483	Chief Tahgee Elementary Academy	6.95	7.65	\$ 48,615	8.00	8.00	\$ 48,010	\$ 605	8.00	0.00	\$ 6,001.20	-	\$ 605.00	\$ 6,857.04	\$ 3,985.20
485	Bingham Academy	6.40	7.04	\$ 44,767	8.40	8.40	\$ 44,767	\$ 8,649	7.04	1.36	\$ 6,358.95	\$ 6,359.56	\$ -	\$ 6,359.00	\$ 6,359.00
486	Upper Carmen Charter School	3.68	4.05	\$ 25,741	3.50	3.50	\$ 25,741	\$ -	3.50	0.00	\$ 7,354.57	-	\$ -	\$ 6,000.00	\$ 6,500.00
487	Forrest M. Bird Charter School	19.50	21.45	\$ 136,401	19.50	22.50	\$ 129,375	\$ -	22.50	0.00	\$ 5,750.00	-	\$ 7,026.00	\$ 5,750.00	\$ 5,750.00
488	Syringa Mountain School	6.00	6.60	\$ 41,969	8.21	8.76	\$ 52,207	\$ 3,307	8.21	0.52	\$ 6,358.95	\$ 6,359.62	\$ -	\$ 6,349.00	\$ 6,359.00
489	Idaho Technical Career Academy	10.68	11.75	\$ 74,706	9.30	11.45	\$ 74,706	\$ 20,962	12.00	3.40	\$ 6,225.50	\$ 6,165.29	\$ -	\$ 2,090.00	\$ 12,950.00
491	Coeur d'Alene Charter Academy	37.10	40.81	\$ 259,511	34.41	34.41	\$ 259,511	\$ -	34.41	0.00	\$ 7,541.73	-	\$ -	\$ 6,359.00	\$ 6,359.00
492	ANSER Charter School	28.37	31.21	\$ 198,445	35.10	38.80	\$ 198,445	\$ 48,265	31.21	7.59	\$ 6,358.99	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
493	North Star Charter School	53.16	58.48	\$ 371,849	50.25	50.25	\$ 303,101	\$ 6,359	53.85	1.00	\$ 5,628.61	\$ 6,359.00	\$ 68,748.00	\$ 832.00	\$ 9,472.00
494	Pocatello Community Charter School	17.40	19.14	\$ 121,711	17.60	17.60	\$ 121,711	\$ 3,815	17.00	0.60	\$ 7,159.47	\$ 6,358.33	\$ -	\$ 6,359.00	\$ 6,359.00
495	Alturas International Academy	24.37	26.81	\$ 170,466	25.90	25.90	\$ 164,698	\$ -	26.00	0.00	\$ 6,334.54	-	\$ 5,768.00	\$ 6,359.00	\$ 6,359.00
496	Gem Prep: Pocatello	27.67	30.44	\$ 193,549	26.20	26.20	\$ 193,549	\$ 1,031	26.06	0.14	\$ 7,427.05	\$ 7,364.29	\$ -	\$ 6,359.00	\$ 11,439.00
497	Pathways in Education - Nampa	18.50	20.35	\$ 129,406	11.00	12.00	\$ 59,160	\$ -	12.00	0.00	\$ 4,930.00	-	\$ 70,246.00	\$ 3,000.00	\$ 10,000.00
498	Gem Prep: Meridian	28.82	31.70	\$ 201,593	28.00	28.00	\$ 201,593	\$ 2,407	27.67	0.33	\$ 7,285.62	\$ 7,293.94	\$ -	\$ 6,359.00	\$ 11,439.00
499	Future Public School	18.36	20.20	\$ 128,426	19.47	21.30	\$ 90,458	\$ 8,502	19.47	1.83	\$ 4,646.00	\$ 4,646.00	\$ 37,968.00	\$ 3,100.00	\$ 4,431.00
508	Hayden Canyon Charter School	25.75	28.33	\$ 180,119	31.00	31.00	\$ 180,119	\$ -	30.50	0.00	\$ 5,905.54	-	\$ -	\$ 147.00	\$ 6,359.00
511	Peace Valley Charter School	13.26	14.59	\$ 92,752	18.99	22.46	\$ 92,752	\$ 6,142	18.70	1.00	\$ 4,960.00	\$ 6,142.00	\$ -	\$ 867.00	\$ 6,174.00
513	Project Impact STEM Academy	17.90	19.69	\$ 125,209	19.75	19.95	\$ 125,209	\$ -	19.65	0.00	\$ 6,371.96	-	\$ -	\$ 5,000.00	\$ 6,500.00
523	Elevate Academy	53.00	58.30	\$ 370,730	55.06	55.06	\$ 370,730	\$ -	55.06	0.00	\$ 6,733.20	-	\$ -	\$ 6,733.00	\$ 6,733.00
528	Forge International School	23.01	25.31	\$ 160,953	29.27	31.01	\$ 160,953	\$ 32,807	25.76	5.25	\$ 6,248.18	\$ 6,248.95	\$ -	\$ 5,396.00	\$ 7,147.00
531	FernWaters Public Charter School	6.04	6.64	\$ 42,249	6.04	6.04	\$ 38,407	\$ -	6.04	0.00	\$ 6,358.77	-	\$ 3,842.00	\$ 699.00	\$ 6,359.00
532	Treasure Valley Classical Academy	32.85	36.14	\$ 229,782	38.10	39.10	\$ 229,782	\$ 18,854	36.14	2.96	\$ 6,358.99	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
534	Gem Prep: Online	24.71	27.18	\$ 172,844	18.84	18.84	\$ 172,844	\$ 2,156	18.61	0.23	\$ 9,287.69	\$ 9,373.91	\$ -	\$ 6,359.00	\$ 11,439.00
536	Mountain Community School	6.11	6.72	\$ 42,739	5.00	5.25	\$ 42,739	\$ 1,750	5.00	0.25	\$ 8,547.80	\$ 7,000.00	\$ -	\$ 2,078.00	\$ 9,901.00
540	Island Park Charter School	1.88	2.07	\$ 13,150	1.00	1.00	\$ 13,150	\$ -	1.00	0.00	\$ 13,150.00	-	\$ -	\$ 13,150.00	\$ 13,150.00
544	MOSAIC	21.50	23.65	\$ 150,390	24.33	25.33	\$ 150,390	\$ 10,683	23.65	1.68	\$ 6,358.99	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
549	Gem Prep: Meridian North	26.65	29.32	\$ 186,414	25.25	25.25	\$ 186,414	\$ 1,086	18.73	0.11	\$ 9,952.70	\$ 9,872.73	\$ -	\$ 6,359.00	\$ 11,439.00
550	Doral Academy of Idaho	15.96	17.56	\$ 111,639	18.00	20.50	\$ 111,639	\$ -	20.50	0.00	\$ 5,445.80	-	\$ -	\$ 6,539.00	\$ 6,359.00
553	Pincrest Academy of Idaho	18.96	20.86	\$ 132,623	20.00	21.00	\$ 132,623	\$ -	21.00	0.00	\$ 6,315.38	-	\$ -	\$ 6,359.00	\$ 6,359.00
555	COSSA Academy	7.40	8.14	\$ 51,762	11.29	11.29	\$ 51,762	\$ 8,238	10.35	1.65	\$ 5,001.16	\$ 5,007.90	\$ -	\$ 5,000.00	\$ 5,000.00
559	Thomas Jefferson Charter School	22.58	24.84	\$ 157,945	20.50	21.50	\$ 163,940	\$ 8,220	21.50	1.00	\$ 7,625.12	\$ 8,220.00	\$ -	\$ 6,359.00	\$ 9,200.00
560	Alturas Preparatory Academy	30.21	33.23	\$ 211,316	25.90	25.90	\$ 183,698	\$ -	25.90	0.00	\$ 7,092.59	-	\$ 27,618.00	\$ 6,359.00	\$ 12,359.00
562	RISE Charter School	10.98	12.08	\$ 76,804	11.59	11.59	\$ 73,701	\$ -	11.59	0.00	\$ 6,359.00	-	\$ 3,103.00	\$ 6,359.00	\$ 6,359.00
566	Cardinal Academy	2.34	2.57	\$ 16,368	5.25	6.79	\$ 16,368	\$ 26,810	2.57	4.22	\$ 6,358.97	\$ 6,359.00	\$ -	\$ 6,359.00	\$ 6,359.00
571	Gem Prep: Meridian South	22.57	24.83	\$ 157,875	20.18	20.18	\$ 157,875	\$ 625	18.77	0.07	\$ 8,411.03	\$ 8,928.57	\$ -	\$ 6,359.00	\$ 11,439.00

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574	Elevate Academy North	27.50	30.25	\$ 192,360	29.31	29.31	\$ 192,360	\$ -	29.31	0.00	\$ 6,562.95	-	\$ -	\$ 6,563.00	\$ 6,563.00
575	Elevate Academy Nampa	39.00	42.90	\$ 272,801	41.75	41.75	\$ 272,801	\$ -	41.75	0.00	\$ 6,534.16	-	\$ -	\$ 6,534.00	\$ 6,534.00
594	Gem Prep: Twin Falls	8.74	9.61	\$ 61,135	10.73	10.73	\$ 61,135	\$ 7,097	9.61	1.12	\$ 6,361.60	\$ 6,336.61	\$ -	\$ 6,359.00	\$ 11,439.00
597	Kootenai Classical Academy	19.67	21.64	\$ 137,590	19.42	19.50	\$ 137,590	\$ -	20.00	0.00	\$ 6,879.50	-	\$ -	\$ 6,359.00	\$ 6,359.00
618	Pinecrest Academy of Lewiston	6.07	6.68	\$ 42,459	7.00	7.00	\$ 42,459	\$ -	7.00	0.00	\$ 6,065.57	-	\$ -	\$ 6,359.00	\$ 6,359.00
619	Promise Academy	1.00	1.10	\$ 6,995	3.00	3.00	\$ 6,995	\$ 12,082	1.10	1.90	\$ 6,359.00	\$ 6,358.95	\$ -	\$ 6,359.00	\$ 6,359.00
768	Meridian Technical Charter High School	15.73	17.30	\$ 110,030	14.00	14.00	\$ 93,999	\$ -	14.00	0.00	\$ 6,714.21	-	\$ 16,031.00	\$ 4,965.00	\$ 7,779.00
785	Meridian Medical Arts Charter High School	14.60	16.06	\$ 102,126	15.58	15.58	\$ 99,073	\$ -	15.58	0.00	\$ 6,359.00	-	\$ 3,053.00	\$ 5,596.00	\$ 5,596.00
794	Payette River Technical Academy	14.35	15.79	\$ 100,377	14.80	14.80	\$ 100,657	\$ -	13.25	0.00	\$ 7,596.75	-	\$ -	\$ 1,917.00	\$ 7,669.00
795	Idaho Arts Charter School	66.70	73.37	\$ 466,560	80.89	80.89	\$ 501,678	\$ -	80.89	0.00	\$ 6,201.98	-	\$ -	\$ 3,000.00	\$ 12,000.00
796	Gem Prep: Nampa	30.08	33.09	\$ 210,407	25.08	25.08	\$ 210,407	\$ 1,093	24.95	0.13	\$ 8,433.15	\$ 8,407.69	\$ -	\$ 6,359.00	\$ 11,439.00
813	Moscow Charter School	11.13	12.24	\$ 77,853	12.18	12.70	\$ 77,853	\$ 3,324	12.18	0.52	\$ 6,391.87	\$ 6,392.31	\$ -	\$ 6,392.00	\$ 6,392.00
<b>Total</b>		<b>15,753.53</b>	<b>17,328.88</b>	<b>\$ 110,194,374</b>	<b>18,560.57</b>	<b>19,745.64</b>	<b>\$ 106,460,042</b>	<b>\$ 12,909,104</b>	<b>17,808.52</b>	<b>2,188.49</b>	<b>\$ 5,978</b>	<b>\$ 5,899</b>	<b>\$ 3,896,708</b>		

\*This amount is pro-rated to 1 FTE, causing some distortion at smaller locations.

### S1205 additional Career Ladder Allocation Funding Estimated Usage Report

School District/ Charter School Number:	School District/ Charter School Name:	Describe the methodology for both:  (1) the process by which recipients are determined and (2) the overall process used to determine how much each individual would receive (also include explanation if i3 does not equal \$0)
001	Boise Independent	Recipients were determined based on their position and classification as an Instructional Staff Member or Pupil Service Personnel. District Salary Schedules for Certified Teachers, Counselors, Social Workers, School Psychologists and Occupational/Physical Therapists received a base increase as well as Instructional and Pupil Service Personnel being eligible for step increase on their appropriate salary schedule as well as lane movement for additional credits earned. Due to the actual number of FTE employed by our District being greater than our FTE allocation, the actual distribution to each Instructional/Pupil Service Staff member was less than \$6,349. However, our District expended the entire funding increase on salaries for Instructional/Pupil Service Staff.
002	West Ada Joint	All of our certified staff are covered by our negotiated agreement. For the 2023-2024 school year our certified salary schedule increased a flat amount of \$4,965 in each salary cell. This salary schedule is used for all certified staff regardless of how the staff salary is funded.
003	Kuna Joint	<p>To answer the question in i3, the difference went back to fill the gap caused by ADA funding and the fact that the District is already paying more in salaries than receiving from the state. Looking at the big picture, the revenues allocated for salaries by the state fell \$3 million short of the actual salaries Kuna School District paid due to the transition from Enrollment funding to Attendance funding. In addition, the District is already spending more than receiving from the state.</p> <p>Revenue: Estimated salary apportionment amount from the SDE, including \$6,359, is \$16.9M. Expense: Estimated Kuna SD salary expense for the 23-24 school year is \$19.9M. Difference: -\$3M. The district will not receive a supplemental levy in the 23-24 fiscal year. As a result, the district has strategically budgeted for a \$1.9 million loss and plans to utilize its savings (fund balance) to cover this deficit.</p> <p>The story may sound familiar because Kuna SD is not the only district dealing with these challenges. The minimum raise was \$3,550, while the maximum raise was \$7,285. As you can see, all the funds were put into the salary schedule, particularly to bridge the gap in shifting funding from enrollment to Average Daily Attendance (ADA), which means the Full-Time Equivalent (FTE) allowance is significantly reduced by the ADA funding.</p> <p>In summary: adding \$6,359 to the payscale was not sustainable for Kuna SD.</p>
011	Meadows Valley	In a concerted effort to ensure fairness and equity, MVSD determined that all Instructional and Pupil Services staff members will be receiving an equal portion of the total additional funding, calculated based on their Full-Time Equivalent (FTE). To insure that all instructional and pupil service staff received this amount, we multiplied our anticipated FTEs from all other fund sources and will use funds from the general fund to increase their salaries as needed. This strategic approach is aimed at recognizing and valuing the contributions of each team member, fostering a collaborative and supportive environment within our educational community. By distributing the funds proportionally by FTE, we are not only acknowledging the diverse roles and responsibilities across our dedicated staff but also reinforcing our commitment to promoting a unified and thriving educational ecosystem at Meadows Valley PK-12th grade school.
013	Council	<p>I made a spreadsheet of all certified teachers and pupil services, entered their salary for the 23-24 school year, along with their FTE. I then divided the total amount expected from the distribution and I came up with and 11% for each staff member. This totaled \$123,578 and I was expecting \$124000.50.</p> <p>I budgeted the distribution off of 19.5 FTE X \$6,359 and this spreadsheet shows 21.45 FTE X \$6,359. This is more than I had budgeted for.</p> <p>We will be using any extra to hep fund out all-day kindergarten.</p>
021	Marsh Valley Joint	Our district elected to pay a set amount to all instructional and pupil service staff employees of \$5,522 per FTE based on our estimates during the spring budget season. The difference will be made up at the end of the year if there is still a discrepancy.
025	Pocatello	<p>(1) We felt like all of our instructional / pupil service staff deserved a significant increase, so all eligible staff members received one.</p> <p>(2) The process we used, through the negotiation process, was to establish a system identifying the longevity and education of our instructional / pupil service staff to determine the amount. *** THANK-YOU for the additional dollars to help us retain our excellent teachers! ***</p>
033	Bear Lake County	We are following the state recommendation and each FTE is awarded \$6,359.00.

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041	St. Maries Joint	The increase received was distributed evenly on the 2023-2024 Salary Schedule based on the anticipated FTE in the General Fund for 2023-2024. Staff in Federal Funds received the same increase. Our support units decreased 2.43 units largely due to funding going from Enrollment based back to ADA. This decrease in Support Units actually calculated a decrease in Certified Salary Apportionment for 2023-2024. If the \$6,359 increase per Funded FTE had not been given, many would not have received an increase and those who would receive an increase by movement on the Salary Schedule would have been paid using Fund Balance. The \$363,175 increase was used to increase each cell on the 2023-2024 Certified Salary Schedule by \$5,436
044	Plummer / Worley Joint	[COMPILER'S NOTE: Location did not provide a description in time for publication.]
052	Snake River	Did not prorate allocation - Gave every certified staff full \$6359.00 - Increased each step on salary schedule for certified staff
055	Blackfoot	1) All certified teachers and pupil service personnel received an increase according to our updated salary schedule. 2). Depended on the FY 23 placement on our salary schedule compared to the FY 24 placement on the new negotiated salary schedule. Average salary increase from FY 23 to FY 24 over ALL funds was \$6,385.
058	Aberdeen	All 49 instructional and pupil service staff from all funding sources will receive the Career Ladder Allocation increase. The estimated allocation increase of \$264,757 was divided by the number of instructional and pupil service staff reported on ISEE of 49.25 for the amount of \$5,403 per recipient.
059	Firth	All FTE received 6,359, as we are staffed at the correct FTE according to the state funding formula we provided each FTE with the full amount of 6,359 according to their FTE number.
060	Shelley Joint	Our district decided to spread the received amount from the \$6359 career ladder allocation increase to all of our actual FTE's. We have written their initial contracts for \$5000. Once we know for certain how much we will be receiving, we will issue new contracts with the amount received divided by our actual FTE's (minus the FTE's funded by other sources). The FTE's funded by other sources will receive the same amount as the FTE's funded by the career ladder allocation increase.
061	Blaine County	We calculated all certified staff on the salary schedule and moved them to the appropriate step they had earned for the 23-24 school year. Then we calculated our future year from our current year and that gave us the difference between the two years. Once we had the difference, we subtracted that from the \$1,098,189, which is the amount of additional money we calculated we would receive. The difference gave us the amount of money we put back on our salary schedule. This brought our future year to the \$1,098,189 increase from the additional State money allocation.
071	Garden Valley	Our allocated FTE and our actual FTE is generally the same, therefore we elected to divide the amount equally among every Instructional and Pupil Service staff member. This would give each person the \$6,359 that was allocated by SB 1205 Sec 6. However, we had some unexpected vacancies that have yet to be filled. Both of our pupil service positions (counselor and nurse) are vacant. So, we have \$127,180 currently being paid out in salary increases related to SB 1205 Sec 6 and the remaining \$7,122 held in reserve to be allocated to the pupil service positions when filled.
072	Basin	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$5,298 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from All Funds and divided our estimated amount of funding increase by those FTEs.
073	Horseshoe Bend	1. Every certified staff member received an increase. 2. We have adopted the career ladder structure as our salary schedule, so each cell was assigned a certain increase as agreed to through the negotiations process.



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083	West Bonner County	<p>As of November 29, 2023, West Bonner SD has not finalized negotiations with our teachers' union. Our district has experienced historic events, slowing our negotiations this fiscal cycle. These events include but are not limited to</p> <p>(1) failure of a May 2023 Supplemental Levy ballot measure, thereby reducing our General Fund revenues by 33% in FY24.  (2) a newly hired superintendent as of July 1, 2023, who exited our district on October 26, 2023.  (3) the recall of two of our board trustees in the August 2023 election.  (4) Turnover on July 1, 2023 of our Business Manager has caused a decreased ability to track and accurately manage funds.</p> <p>Albeit already 5 months into this fiscal year, we are now actively negotiating. The current proposal includes a \$2,000 increase to the base of each rung, coupled with an additional stipend of \$1,750 per 1 FTE teacher and \$3,480 per 1 FTE teacher to support benefits costs. Our district's philosophy is to meet the law's requirements while acting prudent and fiscally responsible. Hence, we have elected to distribute a portion of this compensation increase by stipend, as we think the lack of codification in present Idaho law prevents our district from directly infusing the funds into our FY23-24 teacher salary matrix itself beyond the proposed aforementioned \$2,000 base increase. Finally, our district's salary matrix already exceeds the state's career ladder cells.</p>
084	Lake Pend Oreille	<p>Our district elected to pay a the same amount to all instructional and pupil service staff. We arrived at the amount (\$5,535) by looking at our estimated funding and dividing that by our actual instructional/PPS FTE. Staff funded via federal grants and other funding sources also received the additional compensation.</p>
091	Idaho Falls	<p>Our district took into account that our more veteran teachers are paid a substantial amount higher than the average that is calculated on the Salary Based Apportionment Worksheet, therefore, their allocation was a smaller amount. Our newer teachers received a larger allocation. We based these amounts on how many teachers we had in each cell of our salary schedule and the estimated FTE's.</p>
092	Swan Valley Elementary	<p>We gave a blanket amount based on the fact that we wouldn't be allotted the full 5 FTE at \$6359.00. We choose to go a little under to avoid over spending.</p>
093	Bonneville Joint	<p>Estimated state allocation of \$4,489,454 divided by 764 FTE = \$5,876. FTE includes all certificated staff. Other funding sources did not have the ability to fund this increase, so the \$6,359 allocation was used to fund all related salary increases for FTE in all funds.</p>
101	Boundary County	<p>BCSD 101 took the entire distribution, divided by the total estimated number of instructional/pupil service staff and added it to the base rung of our salary schedule. Going from FY '23 41,000 to FY '24 47,039. From there each rung is increased by a calculated %. We collapsed rungs on our salary schedule to align with the states career ladder. Per the negotiated agreement you can't advance to the Advance Professional rungs unless you qualify as advanced professional. When this happens the increase was only \$91.</p>
111	Butte County	<p>We gave every actual FTE not Allocated FTE the \$6359. Every 1FTE received that amount on their contract and it was prorated to those that were not full time and also added to their contract.</p>
121	Camas County	<p>Camas County School District elected to give each instructional/pupil service staff member an increase of \$6,359.</p>
131	Nampa	<p>We had multiple different areas that effected our teacher raises this year. 1- reduced enrollment and 2- Enrollment to ADA shift, The District chose to keep teacher to student ratio's lower and used ESSER funds to supplement the extra teachers. However because we had a considerable amount of teachers above the State's allocation we could not pay every teacher the whole \$6359 plus their normal career ladder increases.</p>
132	Caldwell	<p>During our negotiations process, the allocation was applied directly to our CPE Salary Schedule. Steps 1-4 increased by \$2000.00; Steps 5-10 increased by \$3,000.00; Steps 11-18 increased by \$4,000.00. Each instructional/pupil service staff member received a Step increase plus the additional allocation. Due to the large number of excess FTE (over and above state allocation) it was agreed to distribute the \$6,359 Career Ladder Allocation in all FTE, regardless of funding source. Due to an anticipated reduction in Title funding, the general fund will cover the increases.</p>
133	Wilder	<p>Every step on the Wilder School District Pay Scale received a 10% increase. Increases on the pay scale range from \$4,112 to \$5,861. We anticipate utilizing the full S1205 allocation for increases in the amount of \$265,107. Additionally, we are providing the increase, according to our pay scale, to the COSSA instructional and pupil service staff serving our students. When we determined our increase amount we multiplied our Instructional and Pupil Services FTE Allowance, according to the SBA, by \$6,359, and divided that total figure by our Instructional and Pupil Services anticipated Actual FTEs to arrive at the average of 105 per step on the pay scale.</p>
134	Middleton	<p>MSD 134, through our negotiations process in Spring of 2023, agreed to add \$6,359 to each cell on our Certified Salary schedule. This ensured total flow-through of funds received where given directly back to instructional and pupil services staff.</p>

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135	Notus	Notus district staff are all paid \$5250 regardless of placement on career ladder based on Master Agreement through negotiations. COSSA staff are all paid \$5000 based on their board decision.
136	Melba Joint	<p>1. All Certified Staff are eligible for Allocation increase based on their FTE.</p> <p>2. Estimated the amount the district would receive from the Allocation increase was budgeted at 42.5FTE and divided it equally by the 49.5 estimated FTE to determine district amount. \$5588.00. Any additional funds if calculation was incorrect would be added to salary fund that gen fund FTE are paid from.</p> <p>3. District was unable to fill 2 open FTE positions and estimation of FTE used to calculate the salary distribution was different. We estimated our allocation based on 49.5FTE funded at 42.5FTE.</p>
137	Parma	We knew we could not afford to pay our instructional/pupil service staff the full \$6359, or we would have to cover close to \$100,000 out of "other funds". Since funding is based on an allocation and not actual, we had to make adjustments accordingly. We also are part of a consortium (COSSA) and had to factor their FTE and our portion to cover. We were not going to pay them the full allocation if our staff were not receiving the full allocation. The districts involved with COSSA agreed to cover \$5000/per FTE for our COSSA employees. Through our negotiations, we agreed to provide \$5200 to our instructional/pupil service staff within our district. When you consider the actual FTE versus our allocated FTE, we paid \$14,166.06 over the funding, which has to be covered through other funds.
139	Vallivue	Per the direction provided by both the SDE and the legislative appropriation intent of the \$6359, a portion of the \$6359 amount was added into our district's instructional and pupil service payscale which allows this amount to be ongoing and not considered a one-time payment or stipend. These new funds brought the minimum payscale starting amount to \$43,318 which is above the required statutory amount of \$41,118. (Administrators and Classified members were NOT included in this increase.) Our district's current instructional and pupil service payscale uses years of service and education/credits to determine pay with salary ranges from \$43,318 to \$71,355. The cohort funding ladder which some districts choose to use as a payscale ranges from \$41,118 through \$58,613. Because our instructional/pupil service wages are higher than the cohort funding model, adding the entire \$6359 to our District's current payscale was not sustainable. Also, our instructional/pupil service FTE is higher than what is currently funded by the State; especially with the change back to ADA funding. The extra monies (cell i3) were utilized to fill in the gap of both FTE and instructional/pupil service salary costs. Without the additional funding of \$6359, instructional and pupil service staff raises would have ranged from \$376-\$4110. By using a portion of the \$6359, total raises ranged from \$2576-\$7288 for our instructional and pupil service staff.
148	Grace Joint	<p>During negotiations, we wanted to make sure we maximized this \$6,359 opportunity as much as possible, knowing we employ more FTEs than the state allows us with support units. We wanted, however, to make sure all of our teachers and pupil service staff got an increase with this funding. We estimated a smaller amount received (\$152,433) based on salary based apportionment at the time and used those following numbers and reasoning. Knowing what we know now with ADA funding, protection, decreased enrollment, and decreased support units, we feel better about the amount we used. Also during negotiations we have always tried to make RP1 the same as the state. We used last years career ladder to make sure we made the appropriate increase to RP1, which for us was an increase of \$6,735, slightly more than the \$6,359 allocation. That was the highest of the increases. Our salary schedule is also higher than the state career ladder, so the numbers may appear smaller, but are still larger than the state ladder plus the \$6,359. For example RP2 increased to \$48,347, which would appear to match the state amount with the allocation. RP3 moved to \$49,219, which would also match the state ladder with the increase. P1-AP4, however, each increased by \$5,000 for the following amounts, which are much higher than the state career ladder:</p> <p>P1 - \$53,373  P2 - \$55,309  P3 - \$57,237  P4 - \$59,091  P5 - \$61,891  AP1 - \$63,911  AP2 - \$64,394  AP3 - \$65,500  AP4 - \$67,315</p> <p>Because of the anticipation of a decrease in support units, we came up with a different figure that what as given to us. During negotiations and the creation of our district budget, we needed to estimate a smaller amount for this specific funding. We wanted to make sure all of our teachers received this raise, not just the teachers covered, based on our support units, not FTE. If we are able we will use the remainder of this funding to make sure teachers receive it, either through a bonus or some other medium.</p>

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149	North Gem	I took what I estimated we were going to receive and divided by the number of staff we had and increased the salary schedule by that number.
150	Soda Springs Joint	1). Soda Springs School District No. 150's methodology for allocating our \$6,359 Career Ladder allocation increases came from our Negotiations with our local teacher negotiators. Through multiple negotiation meetings we agreed upon an 8% increase to the state allocation per each rung on the Career Ladder to each one of our 54.95 FTE Instructional/Pupil Service staff.  2). The excess funds of \$131,133 is to be used to close the gap of how much we as a district pay our teachers/pupils vs. how much we are reimbursed by the state for each one of our teachers/pupils. It will also be used to pay for partial salaries of FTE's that we are over what the state allows us.
151	Cassia County Joint	Total anticipated revenue was forecasted in May. Those funds were divided equally between teachers resulting in an estimate of \$6,025/teacher that was built into the district's salary schedule. However, with the cost of protection increasing the district will receive less funds than anticipated meaning that they will have to use other sources to fund the \$6,025 that was allocated to teacher's through the local schedule.
161	Clark County Joint	With the change to ADA from enrollment, our staff choose to have a lower base salary than the 23-24 Career ladder steps they would fall on, and also lower the amount directly related to SB 1205 in order to maintain the staffing level the same as 22-23 school year. The amount expected to be sent in the salary based apportionment for the allowed amount of staff on the projected support units for both instructional and pupil personnel, minus the base amounts allocated to be paid to the staff left a need for \$95,909 dollars, with \$77,084 coming directly from SB 1205 that left \$18,825 still needed. so 18,825 will be indirectly related to the SB1205 allocation. Technically with the way the staff set the base salary, they are showing each person receiving \$3519 from SB1205, so that is the "distribution" stated to each person, and the rest is used to keep staffing the same as last year.
171	Orofino Joint	The \$6359 was added to each rung of the district's salary schedule. The overall additional dollars were used to increase salaries of certified staff. The increase resulted in a 6.25% increase in certified staff salaries in addition to moving them forward one level on the schedule.
181	Challis Joint	The reason we have a funding increase due to \$6,359 allocation is because we staff more FTE's than what the state funds us for. We have an actual 31.28 FTE's and the state is only going to fund us for the estimated 22.02 FTE's. Therefore we have to come up with the difference. To fill in the gap for the difference we did not offer the entire \$6,359. We gave all certified staff \$5,308. If you were a certified staff on an alternative authorization then they only got a \$1000. Having the lower amounts hopefully gets us close our actual allocation that we will be receiving.
182	Mackay Joint	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$6,359.00 per actual FTE.
191	Prairie Elementary	[COMPILER'S NOTE: Location did not submit a report or explanation by time of publication.]
192	Glenns Ferry Joint	Process was determined by taking the estimated support unit calculation times \$6359.00 and dividing it equally amongst all certified staff.
193	Mountain Home	The district and union negotiated that all instructional/pupil service staff members would get an additional \$6,359.
201	Preston Joint	While looking at the prior 2022-23 salary schedule for Preston School District, it was determined that the monetary percentage of increase outlined in that schedule for employees to receive as they moved up steps in the career ladder rung year to year was inconsistent. In the process of creating a new salary schedule for 2023-24, the school district and teacher's association attempted to fix that inconsistency and equalize the percent increase the schedule shows an educator would make between one step and the next. For 2023-24, the state provided \$6,359 per allocated FTE. Preston School District divided that lump sum amongst the actual FTE by putting all the new money received into the salary schedule. The money received from the state was infused and dispersed between all the cells in the salary schedule. Because the old schedule was uneven in the yearly increase, a different amount of money needed to be put into each cell on the 2023-24 salary schedule to create a more uniform schedule for the future. The 2023-24 Salary Schedule for Preston School District starts at \$46,200 and tops out at \$72,485. Educators experienced a raise this year of \$4,350 to \$7,597. The district used general funds to pay the district's FICA and PERSI responsibility for the additional salary increase of each employee. I3 EXPLANATION- When budgeting last year, the previous business manager was unsure how many FTE's to use and therefore predicted a lower number.
202	West Side Joint	Our district chose to distribute the funds by a blanket amount to all employees. This amount was determined by using a calculation that took the total anticipated amount we would be receiving by the number of employees that were involved in Instructional/Pupil Services - including some that were not included in the SBA calculation. This gave us an amount close to 5100, so we analyzed our current pay structure and our current relationship to the State pay structure. It was determined that giving all qualifying individuals an increase of \$5400. These amounts allowed us to still pay above State pay structure as well as be consistent among all employees involved.
215	Fremont County Joint	Given the media releases of information stating that "every teacher" would receive the \$6,359, our district felt that it needed to ensure that EVERY instructional/pupil service staff receive the full \$6,359 regardless of our allocated FTE or funding source. The additional funds required to address those whose salaries are paid from federal funds or other special distributions were taken from the discretionary portion of the General Fund.
221	Emmett Independent	All instructional/pupil personnel staff received an increased amount due to the addition/increase to each step of the certified salary schedule. Anticipating a loss of units because of attendance based funding, the district calculated the cost of staff step progression and then determined an equal flat amount to add to each step increasing by a minimum of \$4700.
231	Gooding Joint	Each certified instructional and pupil service staff employed by the district - rather paid out of the general fund or another fund received the \$6359 increase in pay. The only exception is 1.25 FTE of retired employees who returned to teach

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232	Wendell	The Wendell School District utilized a career ladder created with \$6359 included in each cell. Each certified staff member was paid according to their FTE for the ceo that they qualified for
233	Hagerman Joint	All certified employees received the same amount based on FTE.
234	Bliss Joint	[COMPILER'S NOTE: Location did not provide a description in time for publication.]
242	Cottonwood Joint	All staff members received increases of a minimum of 10% over last year. The district added 10% to the base salary. Employees that got extra credits received an extra 3.75% increase and those with extra experience also received 3.75%
243	Salmon River Joint	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$4289 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from the General Fund this year and divided our estimated amount of funding increase by that. To make sure all instructional and pupil service staff received this amount, we multiplied our anticipated FTEs from all other fund sources by the amount and will be using funds from the appropriate sources to increase their salaries as well. However, in the event that we receive more than estimated, we would like to pass the additional monies to our teachers at the end of the year.
244	Mountain View	Our district wanted the allocation to go to every instructional and pupil service staff we have. To determine the amount per FTE we looked at a combination of time employed with the district and credits or degrees the employee has earned. Based on those items the raise or allocation from the \$6,359 went up in increments of \$250.
251	Jefferson County Joint	Salary schedule was determined through negotiations with local Education Association. Basic premise was every cell would increase at least \$6,359, with an additional rung on the bottom of the salary schedule. Staff moves on the schedule after a year of service, unless not meeting requirements for professional endorsements. Requirements for movement to the new rung was at least 15 years of service in district.
252	Ririe Joint	All teachers and pupil service staff will receive a share of the funds. Since we have more teachers than we are funded for, no staff members will receive the full amount of \$6,359. Full time employees will receive \$6,246 and part-time employees will receive \$3,088.
253	West Jefferson	As the legislature intended, the West Jefferson School District include the full \$6359 for each certified instructional and pupil service employee in their annual contract. We greatly appreciate the gesture of increasing teacher funding; however, we may need to utilize additional discretionary funds to cover these contracts signed in June and August. This is because our estimated FTE's will most likely be lower than anticipated due to the ADA funding mechanism and the cost of protection. With the current state of FTE instability due to ADA funding, our district will take more caution if the legislature includes an additional increase similar to the \$6,359 into next year, as we might not be able to pass the full \$6359 to each certified instructional/pupil staff due to the unpredictability of ADA as the mechanism for estimating public school funding.
261	Jerome Joint	Because legislation did not provide funding to pay \$6,359 to all instructional/pupil service staff regardless of funding, the district negotiated to provide all instructional/pupil service staff an equal distribution of the allocated funds. Our district elected to pay all instructional and pupil service staff employees \$5,418.35 per actual FTE.
262	Valley	Our Board elected to pay every instructional/pupil service staff a minimum of \$4,371 and use other fund sources as appropriate to make up the shortage.
271	Coeur d' Alene	Our district has recently introduced a new salary schedule that has been condensed from 8 to 4 columns. The new schedule guarantees a minimum increase of \$6,359 to each certified employee. As part of this change, staff members have been placed on new steps that ensure a minimum increase of at least \$6,359. Previously, longevity was tracked by placement on steps, but with the new salary schedule, longevity is no longer tracked by step since staff members have been given entirely new steps to ensure the minimum increase of \$6,359.
272	Lakeland	Our District consolidated our 2023-2024 salary matrix from multiple columns/steps into a one-column career ladder to align more closely with the state model. We utilized the \$6,359 allocation to help make this transition. We had a target increase of \$5,336 per certified employee calculated by looking at our anticipated instructional and pupil services staff FTEs to be funded by the General Fund this year and dividing our estimated allocation by that. Some employees received a smaller or larger increase compared to the target increase depending on where they were placed on the new career ladder for the District.
273	Post Falls	Calculation method: we took our current general fund instructional and pupil support staff and calculated what they would have made if they were on our prior year salary schedule on the same step and lane, and compared to what they will earn this year. This calculation erroneously shows that roughly \$500,000 of increased revenues from the career ladder were not allocated to our staff. This calculation does not take into consideration raises already given ahead of this new funding from onetime ESSER funds. Our district has directed all career ladder increases received to our instructional and PPS staff, despite how this report is presented.
274	Kootenai Joint	Each instructional and pupil service staff member will see an increase of at least 6359. We implemented the new career ladder reflecting those increases.

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281	Moscow	1) All Instructional and pupil services were eligible for the 7% increase. 2) All instructional and pupil services personnel were given a 7% increase on our current salary matrix for FY24 per the Negotiated Agreement.
282	Genesee Joint	All certificated instructional/pupil service staff members were included in distribution, therefore, employment as an instructional/pupil service staff by the district for FY24 was the process by which recipients were determined. Overall process used to determine how much each individual would received was calculating base salary in FY23 by % increase, as well as increasing the minimum salary on our schedule to \$47,600.00 for FY24. As the allotment did not include certificated administration, our district also invested an additional \$17,019 for FY24 in salaries to our administrative staff as it is our policy that every certificated employee unilaterally receive the same wage increases each year. The benefit costs (PERSI/FICA) associated with this increase for instructional/pupil services staff will be a \$24,826 expense for our district, with an additional \$3,462 benefit cost (PERSI/FICA) for administrative staff.  [COMPILER'S NOTE: District confirmed via e-mail admin raises were mentioned here for context only and the funding for said raises came from sources other than the amount directly generated by S1205.]
283	Kendrick Joint	We chose to evenly distribute the \$6,359 throughout our salary schedule so that everyone would receive the same amount increase from the Career Ladder Allocation Funding.
285	Potlatch	Potlatch School District was already using a salary schedule well outside of the career ladder salary based apportionment model. Staff are place on our district salary schedule based upon years of experience and transcribed credits earned after initial certification. There are some staff who are placed much "higher" on our salary schedule as compared to the career ladder. Those staff received much more of the special allocation (in some cases as much as \$8717). All staff, except 1, received a portion of the special allocation. The lowest salary on our local salary schedule is \$44,200 and the highest salary is \$74,600. Our lowest paid instructional/pupil service staff is \$45,200. The one staff member who did not receive a part of the allocation has a salary of \$48,200.
287	Troy	Troy School District 287 negotiated a 6.5% increase on its Salary Schedule base for the FY2023-2024 school year. In addition, a 6.5% was added to the Career Ladder minimum on the District's Salary Schedule. All instructional/pupil services personnel received a portion of the \$6,359 that was allocated based on the Support Unit.
288	Whitepine Joint	The recipients are all instructional and pupil service staff hired for a 2023/2024 school year contract. The process that was agreed upon through negotiations is as follows...  1. The district agree to a 5% increase on the base rate for the 2023/2024 school year plus a one-time Enhancement piece to be determined based on the formula of "5% raise + Enhancement = (\$6359 x Allocated FTE) / Actual FTE = \$5,717  a. Using the predicted placement of staff of the 2023/2024 Salary Schedule prior to the 5% increase on the base amount - Ex. BA+45, Year 6 = \$51,589 b. Using the predicted placement of staff of the 2023/2024 Salary Schedule after to the 5% increase on the base amount - Ex. BA+45, Year 6 = \$54,168 c. 5% Increase of \$2,579 + \$3,136 = \$5,717 (\$3136 is the Enhancement piece) i. Using the example staff, with the salary schedule placement of \$54,168 + \$3,136 for the enhancement, the contracted total is \$57,304.  2. The negotiated agreement did not address ongoing enhancement beyond the current contracted year.
291	Salmon	Our teacher union rep and school board met during yearly negotiations in the spring of 2023 and agreed to pay a blanket amount to all instructional an pupil service staff employees \$5,000 per actual FTE. They agreed on this amount by taking FY23 support unit FTEs and looking at attendance numbers for FY23 and advice from the Superintendent and Business Manager to reach this amount. The additional amount sent will be utilized by covering salaries of FTE staff above the SDE allotment of FTEs.
292	South Lemhi	Each teacher in a certified position will receive the full \$6,359.00 allocation. Cell i3 does not zero because we only have 14 FTEs being paid and the allocation is for 14.18 FTE
302	Nezperce Joint	The district increased the base salary on the salary schedule by 9.9% so all teachers that are on the salary schedule received an increase.
304	Kamiah Joint	Our district used these funds to pay all instructional and pupil service staff employees an equally disbursed amount of \$5478.52. We arrived at \$5478.52 by totaling the expected allocation based on allowable FTE's and dividing this by the total of our district's expected instructional and pupil service staff employees for the 2023/2024 SY.

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305	Highland Joint	The estimated amount to be provided was based on an estimated units of 13.8 and career ladder average using the Salary Based Apportionment Template. On the SBA w \$6,359 tab, the amount estimated to be provided was an additional \$101,743. During negotiations it was agreed that newer teachers would receive at least the enhanced career ladder minimums. The remainder of the funding would be used to increase the base amount on the salary schedule by a percentage that would use up the remainder of the funding. This worked out to 8.25%. Since then, due to the change from enrollment to ADA and the estimated protection charge of 4.43%, our units are expected to be 13.33. Our other funding source is our supplemental levy.
312	Shoshone Joint	All certified teachers in the district, as part of the local salary schedule, received the full amount of \$6,359. We passed it along to all certified teachers in the district. We consulted with the teachers to make this determination, but it was a simple process.
314	Dietrich	Because the gap was minimal, we elected to cover the remaining FTE from general funds and give all instructional staff the full \$6359 increase.
316	Richfield	Per adopted agreement between the Richfield School District Board of Trustees and certified staff, all certified staff will receive \$6359 each.
321	Madison	Madison School District elected to pay a blanket amount to all instructional and pupil service staff employees of \$6,150 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from the General Fund this year and divided our estimated amount of funding increase by that. To make sure all instructional and pupil service staff received this amount, we multiplied our anticipated FTEs from all other fund sources by the amount and will be using funds from the appropriate sources to increase their salaries as well.
322	Sugar-Salem Joint	We chose to give a bonus to all certified staff, regardless of funding source. We have several teachers that are greater than 1 fte because they teach at the regular high school and the online high school but we chose to only give them 1 fte's worth of the bonus. We also have several teachers that teach less than full time so they will receive a proportionate share. If they teacher 1/2 time then they will only receive 1/2 the amount as a teacher that teaches full-time.
331	Minidoka County Joint	Total anticipated revenue was forecasted in May. Those funds were divided equally between teachers resulting in an estimate of \$6,100/teacher that was built into the district's salary schedule. However, with the cost of protection increasing the district will receive less funds than anticipated meaning that they will have to use other sources to fund the \$6,100 that was allocated to teacher's through the local salary schedule.
340	Lewiston Independent	(1) The District distributed the allocated funds to all instructional and pupil services staff members. (2) The District distributed the allocated funds within the Certified Salary Schedule.  Note: The District employs more actual employees than the Career Ladder allocation funding and the actual wages are greater than the Career Ladder allocation funding.
341	Lapwai	The estimated amount to be provided was based on estimated units of 29.47 and career ladder average using the Salary Based Apportionment Template. On the SBA w \$6,359 tab, the amount estimated to be provided was an additional \$209,319. During negotiations it was agreed that the funding would be used to increase the base amount on the salary schedule by a percentage that would use up the additional funding. This worked out to 7.7%. Since then, due to the change from enrollment to ADA and the estimated protection charge of 4.43%, our units are expected to be 28.2. Our other funding source is our impact aid funding.
342	Culdesac Joint	The estimated amount to be provided was based on an estimated units of 12.71 and career ladder average using the Salary Based Apportionment Template. On the SBA w \$6,359 tab, the amount estimated to be provided was an additional \$88,135. During negotiations it was agreed that the salary schedule base would be increased to \$48,000 so that all newer teachers would receive the enhanced career ladder minimums. The remainder of the funding would be used to increase the base amount on the salary schedule by a percentage that would use up the remainder of the funding. This worked out to be a 16.74% increase. Since then, due to the change from enrollment to ADA and the estimated protection charge of 4.43%, our units are expected to be 12.42. Our other funding source is our supplemental levy.
351	Oneida County	Oneida School District added this funding to our certified salary schedule. It was added to all funding levels, from R1 to AP4.
363	Marsing Joint	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$4,000 per actual FTE and leadership opportunity of an additional \$1,000 if criteria is met. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from the General Fund this year and divided our estimated amount of funding increase by that. To make sure all instructional and pupil service staff received this amount, we multiplied our anticipated FTEs from all other fund sources by the amount and will be using funds from the appropriate sources to increase their salaries and well.  COSSA staff are also included in our ISEE FTE Totals we will pay COSSA \$590,766 over FY24.

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364	Pleasant Valley Elementary	We do have 2.0 FTE, however, one teacher is a new hire to the district this year.
365	Bruneau-Grand View Joint	Our district elected to pay all out Instructional/Pupil Service Staff the allocation increase of \$6,359 no matter what fund they were paid from.
370	Homedale Joint	Our district increased the salary schedule by \$5000 per cell in efforts to allocate all of the increased distribution to all district staff plus benefits. The remaining balance is due to unexpected vacancies that were estimated at budget adoption. Any remaining balance of allocation after benefits are paid will be distributed to each certificated/pupil service staff as a one time stipend at the end of the school year.
371	Payette Joint	Due to an abrupt change-over of Business Manager and new Superintendent, I do not have an idea of what the methodology was behind the calculations. Based information in report off of state ISEE reporting and some spreadsheets left behind by former Business Manager. Please advise if more information is needed or how to correct. Payette School District would like to use the unused funds to offer our pupil services staff an additional stipend.
372	New Plymouth	The \$6,359 allocation was distributed throughout the salary schedule.
373	Fruitland	Our process of determining distribution of the \$6,359 was simply to do as the legislature intended and provide a \$6359 increase in pay for each of our full time certified staff. We did this with some extra expense to the school district as the full allocation did not cover all of our staff receiving the full amount.
381	American Falls Joint	Our district chose to pay a set amount of \$5,700 per instructional and pupil services staff per actual FTE. The district looked at our estimated FTE for fiscal year 24 and the estimated amount of funding increase and divided that amount by our estimated FTE. We multiplied our anticipated FTEs from all fund sources by the amount and will be using funds from the appropriate sources to increase their salaries as well so our entire instructional and pupil service staff would receive equal amounts.
382	Rockland	Our allowable staff number was 14.99. The actual instructional staff number at the time of budgeting was 17. If we paid all actual staff only what was funded, they would receive \$5,607.14. If we used outside funds, everyone could potentially receive the full \$6,359. We averaged those two payouts (\$5,607.14 and \$6,359) and came up with \$5,983.07. We like whole numbers so we rounded that up to \$6,000. Every instructional staff member received an additional \$6,000/FTE. What wasn't covered by the S1205 allocation was funded with general discretionary funds.
383	Arbon Elementary	Raises were based on percentage increases with the two teachers having significantly difference experience in the field.
391	Kellogg Joint	54.50 Was Our Projected Mid-Term Support Units, Which Is Where We Started Our Base Point. It Was Then Negotiated With The Union To Increase Each Individual Cell To Our Certified Salary Schedule By \$6,359. From There, Any Cell That Fell Below The State Minimum On The Career Ladder Was Replaced With \$41,118 (Three Cells Total). Additionally, During Negotiations We Referenced The Salary Placement From Current Teachers And Have Had Approximately 12 Certified Employment Changes Since. Any Remaining Funds Received From The \$6,359 Allocation Will Be Distributed Equitably Per Fte For Instructional/Pupil Service Staff Members. Lastly, We Anticipate Hiring For Two More Certified Positions That Will Affect The Overall Distribution.
392	Mullan	At the time of contract we believed we would be funded for the entire 14 FTE so contracted the \$6359 per FTE. Difference in what we receive and what we contracted out will be paid by general funds.
393	Wallace	Collaboration from the district leadership team, strategic planning committee, and school board was used to determine recipients and allocation amounts.
394	Avery	Two Classroom teacher received equally the \$6,359 from the SDE for their positions- The mentor teacher did not.
401	Teton County	Added the \$6,359 to our salary schedule; all instructional/pupil service staff to benefit regardless of which fund paid from.
411	Twin Falls	The District included the \$6,359 to all rungs of the career ladder so all employees received the \$6,359 increase.
412	Buhl Joint	Each FTE in our school district received \$6359 in addition to their wages for the last fiscal year.
413	Filer	Every certificated instructional and pupil service staff received the full \$6,359 based on their FTE. 1 FTE=\$6,359.
414	Kimberly	The amount of \$5636 was added to all Career Ladder Allocation amounts to create the FY24 Salary Schedule. This amount was determined using an estimated support unit of 94.43 and an estimated allocated Instructional and Pupil Service FTE of 103.873. The estimated total for the Governor's Additional Compensation was \$660,528.00. That was divided by the estimated General Fund FTE of 117.2 for an amount of \$5636.00. All Instructional and Pupil Service received this amount (prorated by FTE) except for 7 grandfathered Instructional and/or Pupil Service staff. The 7 Instructional and/or Pupil Service staff members received the amount of \$6359 for their total salary increase. This is the only increase for the grandfathered cohort. The 110.96 Instructional Staff also received the increase by Career Ladder Cohort movement.
415	Hansen	The teachers association decided to give each career ladder rung a 10.8% raise. Any little bit left over would be divided equally between the 28 employee's as a bonus at the end of the year.

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416	Three Creek Joint Elementary	Based on job experience and education level of employee.
417	Castleford Joint	We funded each instructional and pupil service staff according to the estimated FY24 Mid-term support units, which was 19.56. We were unsure where we would be exactly and decided to play it safe with the staff knowing that if we get more funding than what was estimated, the amount would be divided and given to instructional and pupil service staff. Therefore, if we do receive \$8,296 more than what was estimated, then each staff member will receive \$381.43 more. Whatever we receive will go directly to instructional and pupil service staff as it was intended. For j. and k., if we do receive the full \$136,820 then these numbers would go up to \$6223.
418	Murtaugh Joint	Our district elected to pay an equal amount to all instructional and pupil service staff employees of \$6100 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from the General Fund this year and divided our estimated amount of funding increase by that. We took into account the anticipated FTE's from other sources so the additional funding would also provide the same allocation to those staff members. Knowing if we estimated low, we would increase the amount per FTE if there was a balance in the allocation. The actual funded amount allows for \$6195 per FTE and will be adjusted to that amount.
421	McCall-Donnelly Joint	During negotiations our teachers union requested and received increased salaries for ALL certified staff using the S1205 additional funding. Staff members not paid out of the general fund had their increases paid by other means.
422	Cascade	It was decided by our District to pay all of our instructional and pupil service staff an equal amount of \$5600. The calculations were based off of the SDE Certified Preliminary Salary Based Apportionment amount for certified and pupil service. We took the difference between the amounts from the SDE calculation with \$6359 and without \$6359 and divided it between 19 FTE.
431	Weiser	Weiser School District does not pay on the Career Ladder. We have a salary schedule. Each cell received a standard increase of \$5800, although some cells received a higher amount due to required State minimums (R1, P1 and AP1).
432	Cambridge Joint	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$5,942 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from the General Fund this year and divided our estimated amount of funding increase by that. To make sure all instructional and pupil service staff received this amount, we multiplied our anticipated FTEs from all other fund sources by the amount and will be using funds from the appropriate sources to increase their salaries as well.
433	Midvale	Midvale pays directly on the Career Ladder. All staff received the increased cell value of \$6359.00
451	Victory Charter School	The Victory Charter salary schedule was increased \$10,000 per rung from last year. A 1 FTE instructional/pupil services employee received a \$10,000 increase in salary from 2022-2023.
452	Idaho Virtual Academy	IDVA uses a salary ladder that combines years of experience with level of education. This year's ladder was increased to accommodate the entire pool of funding pertaining to the raises while making sure that the lowest rung is still above the minimum salary required. The Ladder does not delineate where an FTE is funded from, so as not to have drastically different salaries among staff of a similar level.
453	McKenna Charter School	We use the career ladder as a starting point for all our new teachers. We added the 6359 directly to that. The highest amount of 12,000 was allocated that way to match a certified teacher salary we matched when he chose to join our team. We have been looking for CTE/Stem, SPED teacher and orchestra teachers. That 66,453 will go towards those positions when we are able to fill them.
454	Rolling Hills Public Charter School	We developed a career ladder for 2023-24 school year and increased approximately \$6359 for a staff member with only a Bachelors. We developed an incremental step for each year's movement on the ladder and also took into consideration whether they had additional education on the P and AP rungs.
455	Compass Public Charter School	Full time equivalent (FTE) employees received the full distribution and others received a prorated amount equivalent to their FTE.
456	Falcon Ridge Public Charter School	Our School Board and Administration provided the full \$6359 increase to each instructional and pupil staff member.



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457	INSPIRE Connections Academy	<p>Inspire Connections Academy has broken into two separate phases. For Phase 1, Inspire elected to award a blanket \$6,359 salary increase to all instructional/pupil services FTE at the beginning of the 23-24 school year. This number was determined as it met the spirit of S1205 to provide a career ladder increase of \$6,359, and based on the School's initial understanding of S1205 the School's additional funding would be based on allocated FTE would be satisfactory to provide the \$6,359 increase to Inspire's actual FTE. Once the School receives its final additional Career Ladder funding allocation after the mid-term funding calculations was finalized, additional salary increases will be awarded as necessary to fully utilize the allocation (phase 2 increase).</p> <p>As the final amount of Career Ladder funding to be awarded is dependent on mid-term support units, which can be subject to change through the middle of the School year, the School elected to take the approach to provide salary increases in two phases as the funding was new and there was uncertainty around the timing and requirements of the funding and how the funding would impact Inspire and its final allocation. The School was advised by the ISBE during budget development process for 23-24 it would be appropriate to revisit and determine additional Career Ladder increases as necessary once final funding information was available.</p> <p>At this time, based on the total estimated CL allocation increase of \$526,016 for Inspire for FY24 depicted above, each instructional/pupil services FTE would be eligible for a blanket salary increase of \$11,209, calculated as follows:</p> <p>\$298,402 Initial Career Ladder Increases Awarded - \$6,359 per eligible FTE *ACTUAL  \$227,614 Additional CL Increase to be awarded based on current estimate of the School's total Career Ladder additional allocation for FY24 - \$4,850 per eligible FTE *ESTIMATED  \$526,016 Total Career Ladder Increases Award in FY24 (estimated) - \$11,209 per eligible FTE *ESTIMATED</p>
458	Liberty Charter School	Liberty Charter salary schedule was increased \$10,000.00 per rung from the 22.23 academic year. Each certified employee received an increase of \$10,000.00 in their 23.24 certified contract per 1 FTE.
460	Connor Academy	Eligible recipients are determined by placement on the school's revised salary schedule which took into account the allocation increase from SB 1205. Individuals were determined eligible based on years of relevant experience and education.
461	Taylor's Crossing Public Charter School	In order to offer competitive wages and increase retention in FY23, TCPCS paid anywhere from 3%-27% above the state career ladder. Certificated staff with 15-30 years of more of experience receive an experience stipend. With the state increase in funding, TCPCS was able to lower the gap between out competitive pay and the state career ladder. In FY24 TCPCS paid anywhere from 1% to 22% above the state career ladder with \$6,359 included.
462	Xavier Charter School	We are giving each certified teacher the \$6,359 as intended.
463	Vision Charter School	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$8,500 per FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from General Fund this year and divided our estimated funding increase by our total number of FTE for all funds. Many of our general fund staff have the equivalent of more than 1 FTE due to selling out their prep time and/or offering a class after school. Staff who have more than 1 FTE have the additional equivalent % of the 8500 allocated to them.
464	White Pine Charter School	In order to offer competitive wages and increase staff retention, WPCS paid 1.5%-13% above the state ladder with additional allocations for 10-30+ years of experience but we ended the year with almost \$400K deficit. We had issues with staff being paid at a different ladder placement than what the state placed the employee, many due to out of state transfers. For FY24, WPCS's salary schedule was based on the state ladder with the \$6,359 added to each rung and then an additional 0.3%-10%. With the increase we were able to match employees to the state ladder placement.
465	North Valley Academy	Our district elected to pay the full amount of \$6,359 to all instructional and pupil service staff employees. We arrived at this number by our interpretation of how the funds were meant to be spent. We realize that some additional money will be needed to cover this cost, but we feel this is the intend of the state that everyone gets \$6,359. We know that we will be using funds from multiple sources to fulfill this amount.
466	iSucceed Virtual High School	All full time certified and pupil service employees received an increase to their base pay of \$6359 and all part time certified employees received .50 of that amount. Our current FTE is lower than our estimated budget amount. We generally hire throughout the year and will utilize the remaining amount on new hires. Any unused portion at the end of the year will be distributed to certified and pupil service staff equally according to their FTE.
468	Idaho Science and Technology Charter School	Our LEA elected to distribute the funds evenly to all instructional and pupil services staff based on FTE.
469	Idaho Connects Online (ICON)	ICON gave a straight increase across the board to all staff.

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470	Kootenai Bridge Academy	Each row and column on our salary schedule received the \$6359 as well as a 3% increase regardless of years of service or education. The logic was that the funds were given to us to use for this purpose. The remaining \$82,922 is due to only having the 6.21 FTE. Every position did receive the \$6359. Any new hires, regardless of funding source, will also receive the \$6359.
472	Palouse Prairie Charter School	(1) All instructional and per pupil staff received additional compensation between \$6200 and \$6359 per person based on their FTE percentage. (2) Our salary schedule was first updated giving an average raise of 2% with more experienced personnel having higher raises. When adding in the additional career ladder allocation, personnel meeting R1 and P1 criteria received the stated minimum career ladder salary plus an additional \$6359. After that shift, all cells other than R1 and P1 personnel were increased \$6200 with funds from the additional career ladder allocation.
473	The Village Charter School	Originally what I did was take out projected support units x's \$6359 and divided that number by 18 staff. We plummeted in enrollment and now have 8.5 staff. I am creating a new salary schedule and will reissue contracts to use the whole amount.
474	Monticello Montessori Charter School	We divided the allocation evenly among our instructional/pupil service staff members.
475	Sage International School of Boise	Sage's Board reworked the FY24 Salary Schedule to update all rungs with the additional \$6359 allocation allotted per rung. This allowed for a non-biased and equitable distribution among staff based on their prior year (FY23) pay/placement and subsequent year (FY24) advancement. Moreover, we adopted the legislative career ladder salary schedule as published in order to provide clarity and transparency to our staff members and stakeholders.
477	Blackfoot Charter Community Learning Center	It is the intent that each instructional FTE will be paid the full 6359.00. This creates a balance of 22956.00 to be paid out of general funds.
478	Legacy Charter School	The Legacy Charter salary schedule was increased \$10,000 per rung from last year. A 1 FTE instructional/pupil services employee received a \$10,000 increase in salary from 2022-2023. Any difference in the amount received and paid will be distributed as a stipend at the end of the school year, based on FTE.
479	Heritage Academy	All certified staff received an additional \$6359 per FTE as per instruction by our board of directors during our budget hearing in June 2023.
480	STEM Charter Academy	We put this directly into our salary schedule
481	Heritage Community Charter School	We restructured our salary schedule, moving from matching the career ladder placement salaries to a schedule based on education and experience, being more competitive with surrounding charters and districts. The additional funding allowed us to make the transition without penalizing instructional and pupil service staff that would have been compensated at a lower amount than their contract amount in FY23.  We also provided all instructional and pupil service staff at a 1.0 fte with an additional salary of \$6,359 and .5 fte with an additional salary of \$3,179.50.  The unused funding of \$2,026 will be used to make up the difference if the ADA falls below our budgeted mid-term support units.
482	American Heritage Charter School	Our Board allocated an additional \$6,359 to each rung on our salary schedule, which now correspond to the Career Ladder. Each individual placed on the career ladder received \$6,359 more than they would have if they would have on the same rung, assuming advancement on the career ladder. The net effect is that compared to the prior year base, all certified and pupil services staff advancing on the career ladder received \$6,359, plus the difference in base from advancing one rung on the salary schedule which accounts for an additional \$610 (on average) and a total of \$17,458 that were paid from other sources.  The net effect of these increases was a resulting 16.7% average year-over-year increase in base teacher/pupil services pay (min: 16.2% and max: 18.94%).
483	Chief Tahgee Elementary Academy	In order to provide competitive pay and recruit qualified staff Chief Tahgee is paying slightly more on the pay scale.
485	Bingham Academy	It is the intent to give each instructional and pupil services FTE under contract the full 6359.00 based upon their contract FTE. This decision was made prior to a drop-off in enrollment that significantly decreased the estimated amount to be received. This created a 53416.00 to be paid out and only 44767.00 in estimated funding. The difference of 8649 will be taken from general funds outside S1205.

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486	Upper Carmen Charter School	Another report based on generics. All staff here are treated and paid equally--regardless of placement on the SBA or career ladder. So since we have always paid above the SBA, this increase allowed us to utilize new funds to increase pay for ALL staff, using this for certificated--so no methodology.
487	Forrest M. Bird Charter School	Methodology for calculation process: In May 2023, the FY Salary Based Apportionment worksheet was done at 19.5 units. That showed a possible allocation of \$136,400. This number was divided by all 22.5 FTEs (19.5 general fund, and 3 other funds) and allowed for approximately \$6,000 increases per fte. Explanation if i3 does not equal \$0: Since funding was to be determined by ADA, we wanted to allow for the possibility of the midterm units to decrease. This also allowed for the possibility of an increase to our ftes for the school year. Any unspent funds (estimated to be \$7026) will be split between the 22.5 ftes as a "stipend" at the end of the school year. This is estimated to be \$312 per fte.
488	Syringa Mountain School	Our methodology for the salary increase centered on enhancing our career ladder structure and adjusting our salary scale accordingly. We aimed to reflect these changes across the board for all certified staff, ensuring that the increments were aligned with the new ladder levels and the scale adjustments. This systematic approach was designed to maintain equity and transparency, allowing for a fair and consistent application of the increased apportionment to the salaries of our qualified personnel.
489	Idaho Technical Career Academy	ITCA uses a salary ladder that combines years of experience with level of education. This year's ladder was increased to accommodate the entire pool of funding pertaining to the raises while making sure that the lowest rung is still above the minimum salary required. The Ladder does not delineate where an FTE is funded from, so as not to have drastically different salaries among staff of a similar level.
491	Coeur d'Alene Charter Academy	The actual instructional and pupil services FTE is lower than the estimated allocation, all of our instructional and pupil services staff received an additional \$6,359. The additional funding was used to attract and enhance the salaries of new certified staff
492	ANSER Charter School	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its teachers/pupil service staff.
493	North Star Charter School	The Charter School did not budget to receive 53.3 support units but instead, based on returning to attendance, only anticipated having 48.59 support units. The difference between those two support units calculations is an additional thirty-three thousand dollars in salary monies the charter did not anticipate receiving as part of their budget process. Once the Charter has operated six months, and has ensured that they have a positive financial position and anticipate finishing the year in a positive financial position, the charter anticipates, if approved by the board, disbursing out additional funds as one-time funding for the 23-24 fiscal year which will then be added to the certificated staff member's base beginning in 24-25 and moving forward. During the year the charter school adopted two separate salary schedules, grandfathering staff on the old schedule, and providing a new salary schedule that is aligned directly to the career ladder. This was done because the charter had a salary schedule that was at a higher daily rate than its peers and if continued, this schedule could have lead to a difficult financial situation should it be maintained into the future. This lead to smaller increases for those who stayed on the grandfathered schedule and larger increases for those who switched to the career ladder. Staff were allowed to choose which ever option was more advantageous to them.
494	Pocatello Community Charter School	We increased every salary step for instructional/pupil services by \$6359, so the minimum a certified staff member would receive was \$6359.
495	Alturas International Academy	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its 25.9 teachers/pupil service staff.
496	Gem Prep: Pocatello	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
497	Pathways in Education - Nampa	Pathways in Education determined that all licensed Instructional and Pupil Services staff would receive an increase since we had fewer actual employees than we allocated based on the state formula. Our Compensation team look at the current placement of all of our employees on the career ladder and determined which categories (residency, professional, advanced professional) were closest to their career ladder minimums and adjusted based upon this determination. Because Pathways In Education has not hired the full 20.35 FTE staff that the state has allocated, we did not spend the full dollar amount we were allocated which accounts for the excess funding amount in i3.
498	Gem Prep: Meridian	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.

School District/ Charter School Number:	School District/ Charter School Name:	Describe the methodology for both:  (1) the process by which recipients are determined and (2) the overall process used to determine how much each individual would receive (also include explanation if it does not equal \$0)
499	Future Public School	The school added between \$3,100 to \$4,431 to each rung of its salary schedule to offer 8% raises to all teachers. The school has an abnormally high percentage of special education students needing special supports that are costly to the school. The other funds were used to ensure all teachers have aides and other classroom supports that the school would otherwise be unable to provide. The point for the legislators is simple - each school has different staffing needs and ratios, so flexibility in funding is required. This school has exceptional results for all populations driven by dedicated staff.
508	Hayden Canyon Charter School	Recipients are determined by where they place on the adjusted school salary schedule which included the SB1205 allocation increase. The process to determine how much an individual receives is still based off of years of relevant experience, years of service, and education.
511	Peace Valley Charter School	Recipients are determined through placement on the school's salary schedule which mirrors the states approved career ladder which includes the SB 1205 allocation increase. The process to determine the amount of increase each year to individuals is based on years of relevant experience, relevant Waldorf experience, years of service, and education.
513	Project Impact STEM Academy	We estimated our total FTEs, the total FTEs that would be funded, and the total allocation that we would received. We did not know our entire staff's placement when the salary schedule was built because all teachers had not been hired yet, so based on the numbers we did have we increased all of our rungs a minimum of \$5,000, starting at R1. Since, the lower rungs had been given the greatest increases over the past several years, we bolstered our upper rungs slightly more.
523	Elevate Academy	We just added this amount into our career ladder salary schedule so that all instructional and pupil service staff received the same increase.
528	Forge International School	Middleton Sage's (528) Board reworked the FY24 Salary Schedule to update all rungs with the additional \$6359 allocation allotted per rung. This allowed for a non-biased and equitable distribution among staff based on their prior year (FY23) pay/placement and subsequent year (FY24) advancement. Moreover, we adopted the legislative career ladder salary schedule as published in order to provide clarity and transparency to our staff members and stakeholders.
531	FernWaters Public Charter School	The district only paid out according to the actual FTE instead of the estimated allocated FTE. We plan to payout any unused funds accordingly to our instructional staff in May.
532	Treasure Valley Classical Academy	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its 38.1 teachers and one pupil service staff.
534	Gem Prep: Online	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
536	Mountain Community School	Pay is determined based on where the recipient falls on the school's board approved salary scale which is reviewed annually. This year's salary scale includes the SB1205 allocation increase. The process to determine where an individual falls is based upon years of relevant teaching experience and level of education completed.
540	Island Park Charter School	This is a one-teacher schoolhouse.
544	MOSAIC	The school added \$6,359 to each rung of its salary schedule from last year and 3% increases above that to pass all of these funds through to its 24.33 teachers and one pupil service staff.
549	Gem Prep: Meridian North	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
550	Doral Academy of Idaho	Doral Academy of Idaho's salary schedule ladder was updated to reflect the \$6,359 state funding increase.
553	Pinecrest Academy of Idaho	Pinecrest Academy of Idaho's salary schedule ladder was updated to reflect the \$6,359 state funding increase.
555	COSSA Academy	This was discussed during a board meeting and it was agreed and determined that Cossa employees would receive an additional \$5,000 utilizing the full allocation.
559	Thomas Jefferson Charter School	We adjusted our certificated salary schedule to ensure all instructional/pupil services staff received at least the \$6,359 increase. We calculated what % increase an annual increase of \$6,359 was for our lowest step on the schedule (15.3%) and then applied that same percentage increase to all steps on the salary schedule.

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560	Alturas Preparatory Academy	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its 25.9 teachers/pupil service staff. The difference between the 25.9 FTE reported and the 30.21 allocation is to be used to offset the cost of leadership premiums provided to certain teachers for significant leadership positions (\$19,000) and the unfunded excess cost of certificated administrative staff budgeted at \$305,000 against an administrative allocation of only \$134,840. The point for the legislators is simple - each school has different staffing needs and ratios, so flexibility in funding is required.
562	RISE Charter School	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its 24.33 teachers and one pupil service staff.
566	Cardinal Academy	The school added \$6,359 to each rung of its salary schedule to pass all of these funds through to its 5 teachers. Because this is a year-round school with very diverse needs (pregnant and parenting teens), teachers are paid significantly above the career ladder, so there is still a significant shortfall of funding for teachers and pupil service staff which is offset by significant, continuing philanthropic support from the JA & Kathryn Albertson Family Foundation. The entire salary apportionment, including the \$6,369, only covers 35% of salary costs.
571	Gem Prep: Meridian South	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
574	Elevate Academy North	We just added this amount into our career ladder salary schedule so that all instructional and pupil service staff received the same increase.
575	Elevate Academy Nampa	We just added this amount into our career ladder salary schedule so that all instructional and pupil service staff received the same increase.
594	Gem Prep: Twin Falls	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
597	Kootenai Classical Academy	Since Kootenai is a new charter, eligible recipients were determined based on where they placed or estimated where they would place on the state career ladder which includes the SB1205 allocation increase of \$6,359. Individual placement was determined by years of relevant experience, education, and career ladder placement.
618	Pinecrest Academy of Lewiston	Pinecrest Academy of Lewiston's salary schedule ladder was updated to reflect the \$6,359 state funding increase.
619	Promise Academy	The school's salary schedule was constructed assuming the \$6359 is to be included in every rung.
768	Meridian Technical Charter High School	As a district sponsored charter school, we follow the district's salary schedule negotiated with the union that takes into consideration additional FTE not paid for by General Funds. Everyone got a base distribution and some staff members also moved up on the Salary Schedule, who would not have if there had not been the \$6359 as we had to budget for a reduced Support Unit due to going back to Attendance vs Enrollment.  Remaining Funds: As a charter school we do not have use it or lose it on Salary Based Apportionment in order to make up for not being able to bond or levy so we use these funds to help cover some of other items, including the difference from the state allocated salary to what we have to pay staff in our location in order to retain them. The amount of salary above the state allocated salary is 5 times more than the \$6359 allocation not shown as specifically spent in the calculation above. Further, we contract with the sponsoring school district for some instructional and pupil services so the increases in their salaries reflected in our purchased services bills are not reflected on this spreadsheet. Hence the reason you don't see all the \$6359 allocation being used in this spreadsheet.
785	Meridian Medical Arts Charter High School	The estimated amount that is automatically calculated to come up with the \$101,126 amount is high based on what I feel our unit factor end up being. Our ADA is already much lower than it traditionally has been and feel it will be between 10 and 15% lower than we projected. With that in mind I believe we needed to be conservative with the total amount we'd end up receiving. So we added the \$5596 to our salary schedule across the board which is 12% lower than the original \$6359 amount.
794	Payette River Technical Academy	Our District paid out 100% of the funds allocated to the district. We paid \$6,359.00 plus the excess (1,310) because our actual staffing was less than the calculated number based on our units

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795	Idaho Arts Charter School	FY24: all employees making less than \$47,500 received an increase of \$5,500. All remaining certificated employees received \$3,000 increase. Multiple staff members were given additional increases due to a role change, additional licensing or degrees, for retention, or other factors.
796	Gem Prep: Nampa	The salary schedule for all instructional and pupil services employees was increased by \$6,359 on every step of the schedule. All employees benefited from the increase and all received the same amount. In addition, we provided an additional 2% increase for each cell on our salary schedule.
813	Moscow Charter School	All of our instructional and pupil services staff members will receive an equal share of the increase, favor is not given to one over the other. For the purposes of this report, to determine how much of an increase all of our staff should receive we will be using the support units of 11.13 (based on November data). We take the total \$6,359 and multiply that by our estimated allocated instructional/pupil services FTE (as determined by the 11.13 support units) then divide that by the actual FTE of instructional/pupil services staff from our general fund which is 12.18. $(12.24 \times 6359 = 77853 \dots 77853 / 12.18 = \$6392)$ This establishes an increase of \$6,392 for each FTE. Since we pay our instructional and pupil services staff based on what we receive on the career ladder for them, we will then add \$6,392 to each rung of the career ladder to establish a new base rate for each level. This new base rate is then multiplied by their FTE to determine their annual base salary/career ladder amount.