

**H460 Additional Career Ladder Allocation Funding Estimated Usage Report
2024-2025**

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).
001	Boise Independent	<p>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 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 \$6,359. However, our District expended the entire funding increase on salaries for Instructional/Pupil Service Staff.</p>
002	West Ada Joint	<p>All of our certified staff are covered by our negotiated agreement. We increased the certified salary schedule a flat amount of \$4,965 in each cell of the salary schedule for the 2023-2024 year. For the 2024-2025 year, the \$4,965 increase remained in each cell of the salary schedule and we also increased the cells based on the final year of the career ladder increases. Due to the projected decrease in general fund FTE allocation, we are now contributing substantially more certified staff that are not funded through general funds as well as our current position of having more general fund FTE employed than allocated by salary based apportionment. This overage has occurred due to the change of funding from enrollment based funding to attendance based funding. This salary schedule is used for all certified staff, regardless of how the staff salary is funded.</p>
003	Kuna Joint	<p>Per the direction provided by both the SDE and the legislative appropriation intent of the \$6359, a portion of the \$6359 amount (\$1.14MM of the \$1.9MM allocated) made up our district's instructional and pupil service pay increases. (Administrators and Classified members were not included in this increase.)</p> <p>Our district's current instructional and pupil service pay scale uses years of service and education/credits to determine pay which was an increase of \$1.2MM total. Adding the entire \$1.9MM expected from the \$6359 allocation to this pay scale was not sustainable for our district because the increased pay scale and the instructional/pupil service FTE is higher than what is currently funded by the SDE; especially with the change back to ADA funding.</p> <p>For example, for FY25 we are budgeting/projecting to have a deficit of \$3.3MM overall; \$2.1MM of which for instructional and pupil staff salaries inclusive of the \$1.9MM (\$6359) funding. In other words, without the \$6359 funding, our deficit for instructional and pupil staff salaries would be \$4MM.</p> <p>Because we have a deficit of \$3.3MM overall for FY25 we will use our savings balance to cover the difference and head into FY26 with a smaller savings balance/% of annual expenses. This is also the case because we did not have a supplemental levy in FY24 or FY25. Because of this ongoing ADA funding/budget deficit issue, we did receive voter approval for supplemental levy for FY26 and FY27.</p> <p>In summary by using a portion of the \$6359, total raises ranged from \$50-\$12,880 and averaged \$3500 for our instructional and pupil service staff. If we increased salaries by more than this to use the entire \$6359 allocation would have simply meant pulling even more from our annual savings, creating too much risk, and not leaving an acceptable % of savings required.</p>

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011	Meadows Valley	All certified instructional staff will receive a salary increase of up to \$5,000, proportional to their Full-Time Equivalent (FTE) status, totaling \$80,000 in salary adjustments. Additionally, \$14,431 will be allocated for benefits associated with this increase. This plan was developed by the Superintendent, School Board Representative, and Business Manager during June and July as part of finalizing Salary-Based Apportionment and the MVSD Career ladder for the 2024-2025 school year. However, we are unable to distribute the full \$6,359 per staff member to all certified instructional staff due to discrepancies between the support units allocated to us and the actual instructional staff FTE employed by the district.
013	Council	I took the overall estimated amount and times it times the estimated mid-term support units to come up with the total amount. I then divided it by our actual FTE's and came up with the amount per FTE each staff member is to receive from this.
021	Marsh Valley Joint	We took the total amount of increase and divided by the total amount of instructional and pupil service staff to come up with an amount for each staff members increase. Due to a reduction in the number of staff this year we may have money left over. If this is the case we will divide the remain amount equally between qualifying instructional and pupil service staff members
025	Pocatello	(1) We felt like all of our instructional / pupil service staff deserved a significant increase, so all eligible staff members received one. (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.
033	Bear Lake County	We are following the state recommendation and each FTE is awarded \$6,359.00.
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 and carried forward to the 2024-2025 Salary Schedule. Staff in Federal Funds received the same increase. The equal distribution of the allocation increase was less than \$6,359 due to the decrease in support units caused by enrollment funding to ADA funding, affecting salary and benefit apportionment negatively.
044	Plummer / Worley Joint	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$3,806 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.
052	Snake River	Gave all certified staff full \$6359.00 + some. \$5000.00 increase to each step on salary schedule cell and a one time distribution based on the base amount of \$1800 * individual employee FTE. Distributed to all district employees including classified staff.
055	Blackfoot	
058	Aberdeen	All 49 instructional and pupil service staff from all funding sources will received the Career Ladder Allocation increase. The estimated allocation increase of \$5,403 for FY 24-25 remained the same from the estimated FY 23-24 allocation of 41.64 instructional/pupil service FTE support units. Due to the decrease in student enrollment and average daily attendance, the estimated allocated instructional/pupil service FTE has been reduced by 2.09 support units. Other funds were needed to continue to pay the average \$5,403 additional funding per instructional and pupil service staff employed with the school district.

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059	Firth	We estimate the number of staff members that will be needed at the beginning of the budget cycle for the school year that is affected by these funding and distribute the funds evenly across all FTE employees the remainder of the funds in i3 are used to buy down insurance premiums and deductibles for all employees.
060	Shelley Joint	We are giving the full \$6,359 to all of our actual Instructional/Pupil Service FTE's. When we decided to do it this way, we expected our allocated FTE's to much closer to our actual FTE's. We expected to increase in enrollment as we have the past few year, but we actually dropped in enrollment.
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. We did not reverse this change in the 24-25 school year and left the increase on the salary schedule.
071	Garden Valley	All certified teachers received full \$6359 allocation
072	Basin	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$4,870 per actual FTE. We arrived at this number by looking at our anticipated instructional and pupil service staff FTEs to be funded from ALL funding sources this year and divided our estimated amount of funding increase by that.
073	Horseshoe Bend	This process was determined via negotiation with the local association.
083	West Bonner County	The District has a current salary schedule and the board is working towards negotiating with the Teacher Association to update the compensation salary schedule to reflect Legislatures intent. As of December 5, 2024, West Bonner SD has not finalized negotiations with our teachers' union. Our district has continued to experience historic events, slowing this cycle of negotiations. These events include but are not limited to (1) failure of a May 2024 Supplemental Levy ballot measure, thereby reducing our General Fund revenues FY25. (2) a newly hired superintendent as of July 1, 2024 (3) turnover on August 31, 2024 of our Business Manager has caused a decreased ability to track and accurately manage state funds. Albeit already 4 months into this fiscal year, we are actively negotiating. We have offered a stipend to the teacher union, this has been turned down until the district has the FY23 and FY24 audits are done and can see the accurate district budget. Our district's philosophy is to meet the law's requirements while acting prudent and fiscally responsible. Finally, our district's salary matrix already exceeds the state's career ladder cells.
084	Lake Pend Oreille	LPOSD made the decision that all Instructional/PPS staff would receive salary increases from the \$6,359 distribution. We rolled the anticipated \$6,359 distribution into our certified salary schedule. Some staff received a higher share of the distribution because of movement on our salary schedule. Maximum distribution was \$6,359 and the minimum distribution was \$5,105. Most staff received near the \$5,687 average. To make sure all instructional/PPS staff received this amount, we dedicated revenues from all other fund sources (federal funds, local funds, grants, etc.) and insured that those categorical funds were able to support the increase to salaries as well.
091	Idaho Falls	Last year our district allocated more money to beginning teacher salaries higher. This year, the focus was more on the veteran teachers to have better retention. This was based on how many teachers we had in each cell of our salary schedule and estimated FTE's.

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092	Swan Valley Elementary	We took the total amount that we thought would be distributed to us and divided it by 5 which is the number of certificated teachers we have in our school. We came up with about \$5,000 but it was hard to determine the exact amount because our staff allowance was changing. We felt comfortable that we could give everybody a \$5,000 increase and not negatively impact our general fund if the total distributed to us went down.
093	Bonneville Joint	All certified positions to be paid from the negotiated salary schedule. Expected allocation from \$6,359 = \$ 4,497,721; divided by Fund 10 Actual FTE of 724.13 = \$6,211. Amount added to adopted salary schedule. Employees funded outside of Code 10 are paid from the same salary schedule, but the extra pay comes from the budget associated with their pay.
101	Boundary County	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 in FY 24. In FY 25 in the rare circumstance that a teacher does not get their AP, there is no increase. BCSD 101 continued this same schedule in the 2024-25 FY, but added an additional rung for AP5. Rungs 1-6 have a step increase of 3%. Rungs 7 and 8 increase 4%. There is a 10% jump to AP1 and then 2% - 3% through
111	Butte County	Distribution is based on a teachers or pupil services staffs certification from the state. The board of trustees approved giving each certificated instructional or pupil services staff member the full amount provided. The district then used general funds to ensure that all certificated staff received the same amount.
121	Camas County	
131	Nampa	NSD is not on career ladder, therefore the amount received from the unit actual is combined with State career ladder formula and total is distributed to staff based on union negotiated contract.
132	Caldwell	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.
133	Wilder	In addition to last year, 10% increase on every step on the Wilder School District Pay Scale, certified instructional/pupil services staff received a 4% increase. This provides the entire amount to each of our WSD instructional/pupil services staff, which exhausts the funds provided and is supplemented by our General Fund. We will utilize the full \$1205 allocation for increases in the amount of \$267,905. Additionally, we are providing the increase, according to our pay scale, to the COSSA instructional and pupil services staff serving our students.
134	Middleton	MSD 134, through our negotiation process in the Spring of 2023, agreed to add \$6,359 to each cell on our Certified Salary schedule. This ensured total flow-through of funds received were given directly back to instructional and pupil services staff.

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135	Notus	Negotiated agreement specifies total dollar amount based on 1.0 FTE equivalency for Notus staff. This number was determined by taking the total allocation and spreading it equally across actual FTE. COSSA board action determines total dollar amount for contracted staff based on 1.0 FTE equivalency. This year, those numbers match at \$5200 per staff position based on 1.0 FTE equivalency.
136	Melba Joint	1. All Certified Staff are eligible for Allocation Increase based on their FTE. 2. Estimated the amount the district would receive from the Allocation increase was budgeted at 40.5 and divided it equally by the 48 estimated FTE to determine the district amount of \$5479. Any additional funds if calculation was incorrect would be added to the salary fund that general fund FTE are paid from. 3. We estimated our allocation based on the 48 FTE at 40.5 FTE.
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.
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 pay scale which allows this amount to be ongoing and not considered a one-time payment or stipend. These new funds brought the minimum pay scale starting amount to \$44818 which is above the required statutory amount of \$41500. (Administrators and Classified members were NOT included in this increase.) Our district's current instructional and pupil service pay scale uses years of service and education/credits to determine pay with salary ranges from \$44818 to \$75765. The cohort funding ladder which some districts choose to use as a pay scale ranges from \$41500 to \$63000. Because our instructional/pupil service wages are higher than the cohort funding model, adding the entire \$6359 to our District's current pay scale 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. Without the additional funding of \$6359, instructional and pupil services staff raises would have ranged from \$217-\$3365. By using a portion of the \$6359, total raises ranged from \$1500-\$8919 for our instructional and pupil service staff.

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148	Grace Joint	We pay over and above what the state career ladder allocates to us, and have for several years. This is how we attract teachers in our district. This year the estimated allocation for our teachers (which we employ more than we're paid for) is \$2,099,174. Compared to the state career ladder, we pay our teachers \$2,189,393, which is \$90,219 more than the career ladder allocation with the \$6,359 increase. To increase all our teachers \$6,359, it would cost \$222,565. We've been trying to bring our salary schedule along and get closer to the state career ladder, which is what we tried to do. All rungs on our salary schedule received raises. The most substantive was our AP rungs, where teachers have the most expertise and are distinguished teachers. The overall general increase for all rungs was 3.25%, resulting in different amounts of increases for each rung. The highest increase was \$4,185 from the previous year (AP4 to AP5). We anticipated a decrease in support units, though our midterm units increased by 1.5 from last year at this time. We came up with a different figure than what was 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. I'm not entirely certain these numbers are correct, either.
149	North Gem	I originally went off of an email from Gideon Tolman on our estimated support units of 11.95, however, when I calculated mine I used 11.52 so I am assuming I got that number somewhere. Maybe in another email. My recommendation to the board was to increase the career ladder on our end by \$4578.48 and the board approved \$6359 across the career ladder. So essentially we are paying out \$101,744
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. In our negotiation meetings we agreed upon a 3% increase on top of the 8% given in FY24 to each one of our 51.99 FTE Instructional/Pupil Service staff. 2). The excess funds of \$88,129 is being used for retention purposes & hard to fill positions and it will also be used to pay for partial salaries of FTE's that we are over what the state allocates to us.
151	Cassia County Joint	The district added \$6,359 to our certified salary schedule. All staff regardless of funding source will get the full \$6,359 for 1.0 FTE. The extra funds needed will come from general discretionary funds or other Federal sources. The district would love to see the \$6,359 added to the career ladder legislation 33-1004B so that it becomes part of the career ladder just like we have added it to the district's career ladder. This would also allow it to be adjusted in conjunction with career ladder increases because it is a static amount and will not be adjusted for inflation or COLAs as time progresses.
161	Clark County Joint	We included the expected revenue from all General Fund staff placement, including the additional \$6359 allocation. Then the staff chose as part of their negotiations to maintain current staffing levels, using part of this allocation, instead of taking the entire additional amount per person. this is why the single equivalent =2200 and all is used up - by funding part of the positions above the estimated allocation(funded at 14.51 but actual is 15.24) We received a grant for a Nurse, who is not on our salary schedule since it is an hourly position, so they did not get figured in on the ^359 allocation but is figured in on our FTE of 15.24. We also pass on the full additional amounts to staff for Masters or the 25 credits, even though it is averaged on the salary funding sheet, and is not dollar for dollar sent to us for our staffing.

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171	Orofino Joint	The allocation methodology is unchanged from FY24. The District increased each rung at 1.5% for FY25.
181	Challis Joint	The reason we have funding increase due to \$6,359 allocation is because we staff more FTE's then what the state funds us for. We have an actual 34.53 FTE's and the state is only going to fund us for the estimated 22.48 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 \$4,814. If you were a certified staff on an alternative authorization then they only got a \$1,000. Having a lower amounts hopefully gets us close to our actual allocation that we will be receiving.
182	Mackay Joint	
191	Prairie Elementary	We only have one certified teacher in Prairie School. All of the funding is used to increase her salary.
192	Glenns Ferry Joint	Process was determined by taking the estimated support unit calculation times \$6359.00 and dividing equally amongst all certified staff.
193	Mountain Home	The district and union negotiated that all instructional/pupil service staff members would get an additional funding added into their salary schedule.
201	Preston	The methodology that was used for determining the overall salary schedule had to do with teacher seniority. It was determined that the PSD board wanted to reward the teachers that had been with the district the longest, with the highest amount. The percentage between each cell from past PSD salary schedules was then used to determine the amount.
202	West Side Joint	West Side Joint School District is working to simplify their salary schedule, making it more transparent and using similar terms found on the state career ladder. With simplifying, it was found that employees were in need of a various salary increases to put them in the correct classification as determined by district administrators.
215	Fremont County Joint	All certified instructional and pupil services personnel received the full \$6359.00. The District paid the difference of the amount received for allocated FTE's and actual FTE's from the General Fund.
221	Emmett Independent	Added \$6359 to each cell on the salary schedule which provides \$6359 for each full-time employee
231	Gooding Joint	Every 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.
232	Wendell	All staff received the \$6359
233	Hagerman Joint	All certified full time staff receive the full \$6359 of the legislative funding.
234	Bliss Joint	
242	Cottonwood Joint	All staff members received increases of a minimum of 3% over the prior year. Employees that got extra credits received an extra 3.75% increase and those with extra experience also received 3.75%.
243	Salmon River Joint	All certified teachers (except one new R1 alternate authorized teacher) received additional funds based on their career ladder placement. This ranged from \$300 additional at R3, \$3300 at P5 to an additional \$3100 at AP1-AP5) The entirety of the funds was not included due to the lack of funding for all of our staff (allocated for 13 but actually have 18). In addition, the lack of lottery funds and maintenance match funds made it necessary for the district to redistribute and budget funds that would allow to pay for the additional staff as well as maintenance. Also, any remaining funds at the end of the year will be distributed evenly to staff.

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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 on the salary schedule has the \$6,359 increase negotiated last year built in as part of base salary, with an additional increase for the current year determined through negotiation. Staff moved on the schedule after a year of service, unless not meeting requirements for professional endorsements. Some new staff transferring from out of state are funded at a much lower level due to other states not sending evaluations, but district paying at level they should be.
252	Ririe Joint	Ririe Joint School District currently has more Certified Employees than FTE's. We were unfortunately unable to pull the difference from another account to be able to pay the full \$6359, so we are distributing the total \$279,796 to everyone evenly.
253	West Jefferson	In our district, the allocation of the \$6,359 designated for instructional/pupil service staff was part of our teacher negotiations this year. In fiscal year 2024, we encountered a shortfall in providing the full amount to each instructional and pupil services staff member. To address this issue and provide clarity and predictability moving forward, we reached an agreement with the teaching staff for the current year. Under this agreement, \$6,000 was built directly into the initial contracts for each eligible instructional and pupil services staff member. This ensured that the majority of allocated funds were secured upfront in their compensation. To account for any remaining funds, we agreed to reassess the situation after February 15, 2025. At that time, we will calculate the balance of any additional funds received and evenly distribute these funds among the instructional and pupil services staff. By distributing these funds in a more conservative method prevents the district from needing to utilize discretionary funds to cover the shortfall.
261	Jerome Joint	In the previous year, the District and Local Bargaining Association agreed to allocate the distribution amount equally to all staff that were eligible to receive funds. The amount distributed was \$5,319.27. Most other surrounding district's chose to use ESSER and Other funds to fully pay their staff the \$6,359. In an effort to keep our staff from leaving to other surrounding districts, the FY 24-25 negotiations provided that all instructional and pupil service would receive \$6,359.00 even though the distribution was not fully funded for all staff. The net result has cost the district an additional \$256,077 towards salaries that are not funded.
262	Valley	Our District divided our actual FTE by our estimated funding and added that amount to the Career Ladder.
271	Coeur d' Alene	Our district had to restructure and introduce a new salary schedule in FY24 in order to distribute the 6,359 increase to staff. The new salary schedule 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.

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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	<p>Post Falls School District calculated where the instructional and pupil service staff are on the FY25 salary schedule and compared it to the FY23 base salary schedule, prior to the implementation of the \$6,359 increase. The difference between 2025 and 2023 is the increase we used for reporting. However, this methodology does not take into account that the base salary schedule for Post Falls School District is already paying above the amount we are receiving from the career ladder. In a comparison between FY25 wages and the career ladder placement, Post Falls is paying instructional and pupil services staff \$2,390,019 more than what is funded by the career ladder.</p> <p>Due to our proximity to Washington and two other local school districts, we have to keep our salary schedule competitive to ensure we can recruit and retain quality employees. The district also does not want to provide compensation increases to one group of employees without providing similar compensation increases to others. For example, our classified staff paraprofessionals, bus drivers, custodians, secretaries, and others supporting our students, also received increases when the instructional and pupil services staff received increases.</p>
274	Kootenai Joint	Our District allocated the entire distribution of \$6359 to each FTE.
281	Moscow	1) All instructional and pupil services were eligible for an increase per our salary matrix. 2) All instructional and pupil services personnel were given a 2.5% increase on our current salary matrix for FY25. This increase was in addition to the 7% increase given in FY24. Both increases are per the Negotiated Agreement. We increase instructional and pupil services in our other fund sources by the same percentage and funded with the appropriate Federal sources.
282	Genesee Joint	It was determined by our district that all instructional and pupil service staff would be given an increase based on the \$6,359 allocation. The overall process used to determine how much each individual would receive was by adding a 4.5% increase into our base calculating salary and adding the increase to our salary schedule for the 2024-2025 school year, with the minimum salary being \$47,600.00 depending on placement on the salary schedule.
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.

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285	Potlatch	Potlatch School District was already using a salary schedule well outside of the career ladder salary based apportionment model. Staff are placed 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 \$8,548). 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 \$75,793. Our lowest paid instructional/pupil service staff is \$47,200. The one staff member who did not receive a part of the allocation has a salary of \$49,200.
287	Troy	Employees received 3.5% increase; Obtaining a Master's degree or higher and obtaining credits scored higher for some staff.
288	Whitepine Joint	A 5.7% increase was applied to the base of the district salary schedule. This resulted in most instructional and pupil services staff seeing an increase in their salary over last year's base salary plus a one time enhancement. Those that did not see an increase are being given a one time held harmless payment so they do not see a loss of pay in FY25.
291	Salmon	In FY25 we have 2 FTE less than FY24 whose positions were not replaced. During negotiations in the spring of 2024 the union and school board came to an agreement to pay a blanket amount of \$5,000 per FTE instructional and pupil services staff. 1 instructional FTE is also on maternity leave of absence so she is not included in the total of F1 (43.25). The additional amount sent will be utilized by covering salaries of FTE staff above the SDE allotment of FTEs.
292	South Lemhi	All 14 FTE are full time and paid out of the General Fund all received the full \$6359.00 for the fiscal year 2024-2025. The \$19.00 difference is just rounding.
302	Nezperce Joint	The school district increased the base on the salary schedule 9.9% in fiscal year 2023-2024 and increased the base again by 3.0% in the fiscal year 2024-2025, so all teachers on the salary schedule received an increase.
304	Kamiah Joint	Our District took the anticipated funding to be received per estimated Instructional/ Pupil Service FTE and divided that total among our actual estimated total of Instructional/Pupil Service FTE. \$5258.89 is the estimated total distributed to each Instructional/Pupil Service FTE paid out of general fund. There is only one estimated Instructional/Pupil Service FTE we anticipate paying the \$5258.89 from another funding source so that all Instructional/Pupil Staff receive the same amount.
305	Highland Joint	The estimated amount to be provided was based on an estimated units of 13.95 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 \$101,744. 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 2.0%. 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	
316	Richfield	Each certified teacher will receive the full \$6,359 as per negotiated working agreement (Master Agreement).

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2024-2025

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).
321	Madison	Madison School District expects to pay an even amount to all instructional and pupil service staff based on actual FTE.
322	Sugar-Salem Joint	We anticipate using all the funding we receive to give each teacher \$6359. There are some of our online teachers that have over 1.0 fte but they will only receive this bonus as if they were at a 1.0 fte. The remaining funds will be given to the teachers that we fund out of federal funds. This is how we did it last year and we had just enough to cover every teacher. We anticipate that this will be the case this year as well
331	Minidoka County Joint	The \$6,100 was built into our salary schedule per negotiations and as such each FTE is receiving this increase either from HB460 funding or from other funding sources.
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 \$209,249. 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 3.0%. Since then, due to the change from enrollment to ADA and the estimated protection charge of 1.0%, our units are expected to be 27.35. Our other funding source is our impact aid funding
342	Culdesac Joint	The estimated amount to be provided was used to increase the base amount on the certified salary schedule.
351	Oneida County	Oneida School District added this funding to our certified salary schedule. It was added to all funding levels, from R1 to AP5.
363	Marsing Joint	The MEA and Marsing Joint School District Board Negotiating Team negotiated an additional \$5,000 to each 33-1004B Idaho Code Career Ladder placement and an additional \$1,000 to each certified instructional/pupil service staff that complete the Board Approved Leadership duties (i.e., class advisors, Dr. Sues Night, etc.). Marsing Joint School District reports COSSA employees and we can't update our ISEE as they must be included however the number entered is the number of Marsing Joint School District's certified instructional/pupil services staff.
364	Pleasant Valley Elementary	Followed the career ladder allocation, in addition, our head teacher has additional contract days which are based on her daily rate.
365	Bruneau-Grand View Joint	Our district choose to give the full amount to all instructional staff /Pupil Service Staff on all funds General and Federal.
370	Homedale Joint	
371	Payette Joint	(1) Recipients are determined based off of where they are placed on the career ladder (2) The amount they receive is based off of years of experience
372	New Plymouth	Every Instructional and Pupil Staff Member received a raise. The career ladder allocation was distributed throughout the NPSD salary schedule according to the negotiated agreement.
373	Fruitland	The \$6,359 was added into the career ladder salary schedule. Wherever the individual is placed by the state on the career ladder is what each instructional/pupil services employee receives with the additional \$6,359 added to the state career ladder cell.

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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).
381	American Falls Joint	Our district has chosen to award all certified and pupil services staff the same amount and has kept the increase across all of our cells in the salary schedule. We looked at our estimated FTE for fiscal year 25 and the estimated amount of funding increase and divided that amount by our estimated FTE.
382	Rockland	Stayed with our FY2024 distribution. In FY2024 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. Following this same methodology for FY2025 real numbers would have resulted in an average of \$5,885. Our actual staffing has not changed between FY2025 and FY2024, so we upheld the \$6,000.
383	Arbon Elementary	
391	Kellogg Joint	The recipients are based on all instructional and pupil service staff who are compensated using the district's certified salary schedule. The process for determining the amount each individual receives involved adjusting each cell of the salary matrix by the same amount, ensuring that the increase is applied uniformly across all levels on the matrix, corresponding to the certified staff member's placement.
392	Mullan	We paid each instructional/pupil service staff FTE 6145 before benefits. Had 14 FTE paid for 13.1 FTE district made up the difference from general funds.
393	Wallace	Collaboration from the district leadership team, strategic planning committee and the board of trustees was used to determine recipient allocation amounts.
394	Avery	
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	All instructional and pupil service staff received \$6,359, directly passed through as part of their annual salary.
413	Filer	Every certified FTE receives \$6,359.
414	Kimberly	All pupil service and instructional staff will receive \$6359 amount as part of their salary. Amount will be pro-rated for those pupil service and instructional staff who are less than 1 FTE.
415	Hansen	Through negotiations they decided to add \$6,359 to each rung on the career ladder.
416	Three Creek Joint Elementary	
417	Castleford Joint	We funded each instructional and pupil service staff according to the estimated FY25 Mid-term support units, which was 18.50. 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 \$882.00 more than what was estimated, then each staff member will receive \$40.09 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 \$129,406 then these numbers would go up to \$5882.09.

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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).
418	Murtaugh Joint	\$6359 was added to all cells of the career ladder.
421	McCall-Donnelly Joint	All certified and pupil services staff received increased salaries as a result of continuation of the House Bill and through annual salary and benefit negotiations. The allocations per staff member were determined by dividing our total allocated funds by our total FTE's paid out of our general fund.
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 cert.... 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 \$5100, although some cells received a higher amount due to required State minimums (R1, P1 and AP1).
432	Cambridge Joint	We use the total anticipated amount and divide it evenly between all teachers. This means that all teachers will NOT receive the total allotted amount of \$6539, because our District employs more teachers than we are allotted Funding for the \$6359 amount.
433	Midvale	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$5,670 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.
451	Victory Charter School	The Victory Charter 2023-2024 salary schedule increased \$10,000 per rung from the previous year. A 1.0 FTE instructional/pupil services employee received a \$10,000 increase in salary from 2022-2023. Any difference in the amount paid and received will be paid out in a stipend at the end of the school year based on FTE.
452	Idaho Virtual Academy	We utilize a salary ladder that combines years of experience with level of education. The career ladder was increased last year 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.
453	McKenna Charter School	We increased our salary schedule to give every instructional and pupil services employee the \$6359.00. We budgeted for 38 support units. Our online program has doubled in size, giving us the larger support units you see here.
454	Rolling Hills Public Charter School	We developed a career ladder salary schedule for 23-24 and continued that for 24-25 fiscal year. The \$6359 was imbedded into the 23-24 salary schedule and will continue to be offered in the 24-25 fiscal year.
455	Compass Public Charter School	Every certified instructional/pupil service staff received a portion of the funds allotted based on a calculation proportionate 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. The \$17,621 will be used to offset the benefits for instructional and pupil staff.

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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).
457	INSPIRE Connections Academy	<p>During FY24, Inspire Connections Academy awarded \$10,425 of salary increases to all instructional/pupil services FTE regardless of funding source to fully utilize the \$6,359 Career Ladder Allocation received in FY24.</p> <p>In SY 24-25 the increases awarded in the prior year were included in the returning instructional/pupil services FTE base pay for 43.5 FTE and the additional \$10,425 was built into the base salary for 5 new instructional/pupil services FTE hired to date in FY25. Additionally, the School is estimating to hire 2 additional FTE and therefore the \$10,425 will also be built into the base salary for the new hires.</p> <p>The School anticipates this will fully utilize the Career Ladder Increase for FY25; however if it is determined after the receipt of the February funding reports and the mid-term support unit that the actual Career Ladder increase will be higher; the School will award an additional salary increase to active instructional/pupil services FTE - School will split the funds equally among the FTE to achieve the \$11,009 increase presented above per FTE.</p>
458	Liberty Charter School	Liberty Charter School salary schedule was increased by \$10,000.00 per rung for the 23.24 academic year. Each certified employee received an increase of \$10,000.00 per FTE. The salary schedule continues to include the increase for the 24.25 school year.
460	Connor Academy	Eligible recipients are determined by placement on the school's revised salary schedule which took into account the allocation increase from HB460. Individuals were determined eligible based on years of relevant experience and education.
461	Taylor's Crossing Public Charter School	Since our allocated FTE is higher than actual FTE, each ladder received more than the \$6,359. Percentages increased over the ladder by giving more experienced teachers a higher allocation.
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	Since our allocated FTE is higher than actual FTE, each ladder received more than the \$6,359. Percentages increased over the ladder by giving more experienced teachers a higher allocation.
465	North Valley Academy	North Valley Academy decided to pay the full amount of \$6359.00 to all the instructional and pupil service staff employees. We came to this conclusion based on how we believe how the funds were meant to be spent. We are aware that additional money is needed to cover the cost; however we feel this was the intend from the state for everybody to get \$6,359.00. We are aware we will have to use funds from multiple sources to fulfill the amount.

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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).
466	iSucceed Virtual High School	All certified and pupil service staff are allocated \$6,359.00 per full-time equivalent (FTE). Part-time certified staff receive a prorated allocation based on their FTE status. We currently do not have part-time pupil service staff. Any additional funding left will be used for new staff hired mid-year at a pro-rated rate.
468	Idaho Science and Technology Charter School	Our district elected to pay a blanket amount to all instructional and pupil service staff employees of \$5202 per actual FTE. We arrived at that number by dividing the anticipated instructional and pupil service staff FTE by anticipated funding. We ensured that the \$5,202 was distributed to employees by including it in their contracted amounts.
469	Idaho Connects Online (ICON)	
470	Kootenai Bridge Academy	Remaining funds used to cover PERSI and FICA benefits.
472	Palouse Prairie Charter School	(1) All instructional and per pupil staff received additional compensation between \$5977 and \$7300 per person. (2) Our salary schedule was first updated giving an average raise of 2.8% with more experienced personnel having higher raises. When adding in the additional career ladder allocation, personnel meeting professional and advanced professional criteria received a higher increase than those with less experience. All personnel in R1 and P1 cells received more than the stated minimum career ladder salary.
473	The Village Charter School	
474	Monticello Montessori Charter School	
475	Sage International School of Boise	Sage's Board reworked the FY25 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 (FY24) pay/placement and subsequent year (FY25) 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	Even distribution for all qualifying FTE at \$6359
478	Legacy Charter School	The Legacy Charter 2023-2024 salary schedule increased \$10,000 per rung from the previous year. A 1.0 FTE instructional/pupil services employee received a \$10,000 increase in salary from 2022-2023. Any difference in the amount paid and received will be paid out in a stipend at the end of the school year based on FTE.
479	Heritage Academy	We paid all certified staff members the additional \$6359 depending on their FTE. If they have a 1 FTE, their salary was increased by the full \$6359. If they are a .5FTE, they were given \$3179.50.
480	STEM Charter Academy	We put this directly into our salary schedule
481	Heritage Community Charter School	We restructured our salary schedule in FY24, 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 continue making the transition without penalizing instructional and pupil service staff that would have been compensated at a lower amount than their contract amount in FY24. We also provided all instructional and pupil service staff at a 1.0 fte with an additional salary of \$6,359 and .63 fte with an additional salary of \$4,000.

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2024-2025**

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).
482	American Heritage Charter School	Each Instructional/Pupil Services staff who have a contract and are paid according to their placement on the Career Ladder were identified as recipients. Each rung on the Charter's Certified Instructional/Pupil Services Salary Schedule was increased by \$6,359, to calculate the total contract salary (Base Salary + \$6359), which amount was added to the base contract for each eligible staff based on Career Ladder placement. The applicable portion of the FTE paid from General Funds was multiplied by the contract salary, including the additional allocation, with the balance paid from other fund sources.
483	Chief Tahgee Elementary Academy	
485	Bingham Academy	Full funding to all qualifying staff at \$6359.00. This will take place even with significant shortfall in enrollment and subsequent funding.
486	Upper Carmen Charter School	
487	Forrest M. Bird Charter School	All instructional and pupil services staff were paid based on the career ladder with the addition of \$6359.00. We will be using funds from the appropriate sources (Title 1) to increase the salary for our 1 fte Title 1 instructor as well. Anything over and above the funding received will come from the discretionary funding.
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	We utilize a salary ladder that combines years of experience with level of education. The career ladder was increased last year 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.
491	Coeur d'Alene Charter Academy	The estimated funding increase is due to the allocated instructional/pupil service FTE being greater than our actual FTE. Each of our instructional/pupil service FTE's will receive the full additional \$6359.
492	ANSER Charter School	The school uses a salary schedule that is based on the pre-career ladder schedules - the school has more rungs and rows. First-year teachers with a bachelor's degree and no additional credits receive \$4000 of the \$6,359. As teachers add credits and years of service, the difference between the school's salary schedule and the career ladder narrows.
493	North Star Charter School	The school has implemented a career ladder salary schedule. The \$6359 that was received in 23-24 has been fully paid out through raises in the 24-25 fiscal year. The school has many of the staff carryover year and the \$6359 received in the previous year was embedded in the career ladder salary schedule and the raises offer to staff.
494	Pocatello Community Charter School	Our LEA elected to increase each certified yearly salary by \$6359 per actual FTE. Our FTE amount of 17.6 is set and has not changed from FY24 to FY25.
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 teachers/pupil service staff. The small difference offsets the cost of adding \$2000 to MA+24 teachers that are in rungs R1, R2 R3 and the additional \$3500 given to teachers with master's degrees in rungs R1, R2, and R3.

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2024-2025**

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).
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 3% 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 looked 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 22.95 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 3% increase for each cell on our salary schedule.
499	Future Public School	The school increased all teacher and pupil service staff salaries by 3% over last year. 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 HB460 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	511 used the salary ladder to calculate each teacher's pay using the \$6359 allocation for each position. Salary was also calculated based on years at Peace Valley, masters degree, and Waldorf education certification. We paid a 1.0 FTE Teacher for August and a few days of Sept but had a reduction in staff to .60 FTE at 9/1/2024. We have 1 FTE funded by Title 1
513	Project Impact STEM Academy	For R1, P1, and AP1 I used the career ladder and added \$6359. For R2, R3, P2, P3, P4, P5, AP2, AP3, AP4, and AP5 I added 2% base then added the \$6359.
523	Elevate Academy	We just added this amount into each cell of our career ladder salary schedule so that all instructional and pupil service staff received the same increase.
528	Forge International School	Sage's Board reworked the FY25 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 (FY24) pay/placement and subsequent year (FY25) 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	Our district elected to allocate each certified staff the total amount of \$6,359 depending on their FTE. If there are remaining funds, the district will distribute the fund accordingly based off of the certified staffs FTEs.

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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).
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 teachers/pupil service staff. The school also adds \$2000 to MA+24 teachers that are in rungs R1, R2 R3 and the additional \$3500 given to teachers with master's degrees in rungs R1, R2, and R3.
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 3% 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 HB460 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, the teacher is paid above the career ladder.
544	MOSAIC	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. MOSAIC pays its teachers more than the career ladder salary levels.
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 3% increase for each cell on our salary schedule.
550	Doral Academy of Idaho	Based on the individual's experience they are placed on Doral Academy of Idaho's salary schedule.
553	Pinecrest Academy of Idaho	Based on the individual's experience they are placed on Pinecrest Academy of Idaho's salary schedule.
555	COSSA Academy	The Board of Trustees approved giving all instructional and pupil service employees a blanket increase of \$5,200 per actual FTE. The Board and Administration reviewed the anticipated General Fund instructional & pupil service staff FTE and divided the estimated funding increase by this figure. The Board and Administration also took into account the remaining instructional & pupil services staff, funded through other sources, and will be using funds from those sources in order to provide the same salary increase.
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.
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 teachers/pupil service staff. The small difference offsets the cost of adding \$2000 to MA+24 teachers that are in rungs R1, R2 R3 and the additional \$3500 given to teachers with master's degrees in rungs R1, R2, and R3.
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 teachers/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 all teachers and pupil service positions. 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.

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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).
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 3% increase for each cell on our salary schedule.
574	Elevate Academy North	We just added this amount into each cell of 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 each cell of 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 3% increase for each cell on our salary schedule.
597	Kootenai Classical Academy	Eligible recipients are determined by placement on the school's salary schedule which took into account the allocation increase from HB460. Individuals were determined eligible based on years of relevant experience and education.
618	Pinecrest Academy of Lewiston	Based on the individuals experience they are placed on Pinecrest Academy of Lewiston's salary schedule.
619	Promise Academy	The school's salary schedule was constructed assuming the \$6359 is to be included in every rung. Staff are year-round, so all funds are used to cover the higher salaries.
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.
785	Meridian Medical Arts Charter High School	Meridian Medical Arts Charter High School (MMACHS) is a district sponsored charter school and follows West Ada School District's negotiated salary schedule. MMACHS expends the entire \$6,359 for instructional and pupil service compensation.
794	Payette River Technical Academy	The district applied a base of \$6,359 and an additional \$1,310 to make sure we expended 100% of the funds we received.
795	Idaho Arts Charter School	Idaho Arts Charter School was already paying \$200k more than the state allocations each year, another \$200k this year on top. To be conservative, a 2% increase was provided to all staff across the board, regardless of their professional level. Any excess funds received by the state towards the end of the year will be redistributed in the form of a spring bonus.
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 3% increase for each cell on our salary schedule.

**H460 Additional Career Ladder Allocation Funding Estimated Usage Report
2024-2025**

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).
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 11.43 (based on mid term support units). We take the total \$6,359 and multiply that by our estimated allocated instructional/pupil services FTE (as determined by the 11.43 support units) then divide that by the actual FTE of instructional/pupil services staff from our general fund which is 12.18. ($11.43 \times 6359 = 72,752.57$ / $12.18 = 5,973.12$) This establishes an increase of \$5,973 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 \$5,973 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.
633	Elevate East	We just added this amount into each cell of our career ladder salary schedule so that all instructional and pupil service staff received the same increase.
639	Idaho Novus Classical Academy	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. The school also adds \$2000 to MA+24 teachers that are in rungs R1, R2 R3 and the additional \$3500 given to teachers with master's degrees in rungs R1, R2, and R3.
642	Pathways in Education - West Ada	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 looked 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. There was a small funding gap that we chose to use general funds to plug to ensure that all staff received the same distribution.
645	Idaho Home Learning Academy	As a virtual charter school we did not hire the allocated 400.82 FTE.