

IN THE SENATE

SENATE BILL NO. 1418

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE OFFICE OF THE STATE BOARD OF EDUCATION FOR FISCAL
2 YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSI-
3 TIONS; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION; PROVIDING FEDERAL
4 FUND REAPPROPRIATION; AND PROVIDING LEGISLATIVE INTENT FOR SUPPORT OF
5 SPECIAL COMMITTEES.
6

7 Be It Enacted by the Legislature of the State of Idaho:

8 SECTION 1. There is hereby appropriated to the Office of the State Board
9 of Education, the following amounts to be expended according to the desig-
10 nated programs and expense classes, from the listed funds for the period July
11 1, 2014, through June 30, 2015:

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
16 I. OSBE ADMINISTRATION:					
17 FROM:					
18 General					
19 Fund	\$1,719,100	\$513,100	\$11,500		\$2,243,700
20 Indirect Cost Recovery					
21 Fund	32,000	83,300			115,300
22 Miscellaneous Revenue					
23 Fund	108,200	60,000		\$50,000	218,200
24 Federal Grant					
25 Fund	<u>140,100</u>	<u>1,446,100</u>	<u>0</u>	<u>1,138,400</u>	<u>2,724,600</u>
26 TOTAL	\$1,999,400	\$2,102,500	\$11,500	\$1,188,400	\$5,301,800

27 II. CHARTER SCHOOL COMMISSION:

28 FROM:

29 General

30 Fund \$2,500 \$2,500

	FOR	FOR	FOR	FOR	TOTAL
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	PAYMENTS
Public Charter School Authorizers					
Fund	\$228,700	\$96,200	0		324,900
TOTAL	\$228,700	\$96,200	\$2,500		\$327,400
GRAND TOTAL	\$2,228,100	\$2,198,700	\$14,000	\$1,188,400	\$5,629,200

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Office of the State Board of Education is authorized no more than twenty-three and seventy-five hundredths (23.75) full-time equivalent positions at any point during the period July 1, 2014, through June 30, 2015, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature, working cooperatively with the Governor's Office, the Division of Human Resources, and the Division of Financial Management, to progress toward the goal of funding a competitive salary and benefit package that will attract qualified applicants, retain employees committed to public service excellence, motivate employees to maintain high standards of productivity, and reward employees for outstanding performance by:

- 1) Adjusting the compensation schedule upwards by 1% to move the salary structure toward market; and
- 2) Continuing the job classifications that are currently on payline exception to address specific recruitment or retention issues; and
- 3) Funding an ongoing 1% salary increase for state employees, and funding the equivalent of a one-time 1% bonus for state employees, based upon employee merit, with flexibility in distribution as determined by the agency directors.

The Legislature also finds that investing in state employee compensation should remain a high priority even in tough economic times, and therefore strongly encourages agency directors, institution executives and the Division of Financial Management to approve the use of salary savings to provide either one-time or ongoing merit increases for deserving employees and also to target employees who are below policy compensation. Such salary savings could result from turnover and attrition, or be the result of innovation and reorganization efforts that create savings. Such savings should be reinvested in employees. Agencies are cautioned to use one-time funding for one-time payments and ongoing funding for permanent pay increases.

SECTION 4. FEDERAL FUND REAPPROPRIATION AUTHORITY. There is hereby reappropriated to the Office of the State Board of Education any unexpended

1 and unencumbered balances of moneys categorized as federal funds as appro-
2 priated for fiscal year 2014, to be used for nonrecurring expenditures, for
3 the period July 1, 2014, through June 30, 2015.

4 SECTION 5. LEGISLATIVE INTENT. It is the intent of the Legislature
5 that up to \$30,000 of General Fund moneys appropriated in this act may be
6 expended during fiscal year 2015 in support of special committees, under
7 the oversight of the State Board of Education, to study K-12 public school
8 structure and funding. The committees could address career ladder com-
9 pensation, tiered licensure, accountability, autonomy, mastery learning,
10 average daily attendance or cooperative service agencies, but would not be
11 limited to those topics. The State Board of Education shall report on the use
12 of funds to the Idaho Legislature's Joint Finance-Appropriations Committee,
13 Senate Education Committee and House Education Committee by no later than
14 January 1, 2015.