



Budget Update – State Bonus Program

April 27, 2026



Program Overview

Certification and Payment Timeline

Certification Deadline

School divisions must certify participation and compliance method by May 1, 2026, to remain eligible for funds.

Fund Distribution Date

All state bonus funds will be distributed on June 1, 2026, regardless of payment timing choices by divisions.

Payment Timing Rules

Bonus payments must be executed fully within one fiscal year; no splitting across fiscal years allowed.

Local Eligibility Management

School divisions are responsible for defining employee eligibility criteria as no statewide rules dictate eligibility dates.



Participation Requirements

Optional Participation

Participation in the FY 2026 SOQ Bonus program is optional but requires full adherence to program rules if chosen. Payment may be applied using FY 2026 or FY 2027

Eligible Positions

Funding for the bonus applies only to funded SOQ instructional and support positions

Local Match Requirement

Divisions must provide a local match based on Local Composite Index. Local match applies regardless of the timing payment is made and counts toward FY 2026 state-required calculations.

Equivalent Action

Equivalent action allows divisions to certify compliance by providing less than a \$1,500 supplement to all instructional and support staff.



Calculation for Equivalent Action

Compensation Required vs Compensation Provided

As of now, the state is requiring a 2% compensation increase for FY27. Calculate the total dollar value of a 2% increase for all instructional and support personnel in FY 2026.

Calculate \$1,500 Bonus Value

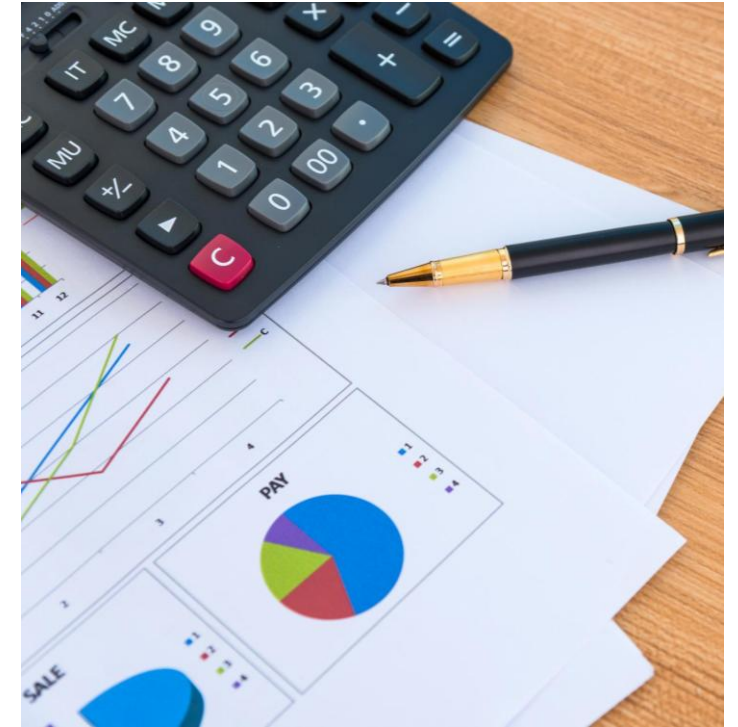
Calculate the total dollar value of providing a \$1,500 bonus to all instructional and support personnel in FY 2026.

Compare and Certify Compliance

Add both amounts and compare to the actual supplement; certify compliance if combined amount is less or equal.

Additional Compensation Requirement

If combined amount exceeds supplement provided, divisions must deliver additional compensation by June 1, 2026.





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