

In accordance with Idaho Code Section 33-1004J, Highland Joint School District #305 shall convene a committee comprised of Teachers, Administrators, and other identified stakeholders to develop a plan for how staff can receive a leadership premium. The plan shall be presented to the Board of Trustees for approval. The superintendent shall recommend the administrator on the committee, and the association shall recommend the teachers to serve on the committee. The committee members will jointly agree to recommend any additional stakeholders to join the committee. The committee shall provide a plan to the Board of Trustees no later than the October board meeting to give staff members sufficient time to do the work to attain a leadership award.

Leadership Criteria

Considering the recommendations of the Leadership Premium Committee, the Board shall award leadership premiums of a minimum of \$900 to certificated instructional and pupil service employees, regardless of such employee's full or part time status, in recognition of the additional time they will spend fulfilling one or more of the following leadership roles:

1. Teaching a course in which the student earns both high school and college credit;
2. Teaching a course to middle school students in which the students earn both middle school and high school credit;
3. Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
4. Serving, or being hired to serve, in an instructional position designated as hard to fill by the Board, including a career technical education program;
5. Providing mentoring, peer assistance, or professional development to teachers in their first two years in the profession;
6. Having received professional development in career and academic counseling, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom duties; and
7. Various other criteria designated by the Board, excluding duties related to student activities or athletics.
8. Other leadership duties as determined appropriate for a leadership premium such as:
 - A. Department Chair
 - B. District Committee role
 - C. Special Projects
 - D. Curriculum development;
 - E. Assessment development;
 - F. Grant writing;
 - G. Special program coordinator
 - H. Research project; and
 - I. Teaching professional development course;

A certified teacher or pupil service staff member may receive multiple leadership premiums to those performing multiple duties, but no employee shall receive leadership premiums that exceed 25% of the minimum salary as designated on the State of Idaho's Salary Based Apportionment Model.

These premiums shall be valid only for the fiscal year for which the awards are made.



LEGAL REFERENCE: I.C. § 33-1004F Obligations to Retirement and Social Security Benefits
I.C. § 33-1004J Leadership Premiums
Board Action

ADOPTED: 7/8/19