

Grace School District No. 148 may provide leadership premium payments to educators the district identifies as serving in a leadership capacity requiring additional time and responsibilities above and beyond their regular duties.

The decision as to whom and how many receive leadership premiums, and in what amounts, is made at the sole discretion of the board and is not subject to collective bargaining. Leadership premiums are a one-time bonus, valid only for the fiscal year in which the premiums are paid.

The board may provide multiple leadership premiums to an instructional or pupil service staff employee. However, no employee may receive cumulative leadership premiums in excess of twenty-five percent (25%) of the minimum salary as designated on the career ladder pursuant to section 33-1004B, Idaho Code, nor less than nine hundred dollars (\$900), regardless of such employees' full- or part-time status.

Duties for which leadership premiums may be paid must require that the employee work additional time as a condition of the receipt of a leadership premium. Leadership premiums shall be paid to instructional or pupil service staff employees for one (1) or more leadership activities identified by the board of trustees as leadership priorities including, but not limited to, the following:

1. Teaching a course in which students earn 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 nonadministrative certificate or subject endorsement areas.
4. Serving or being hired to serve in an instructional or pupil service position designated as hard to fill by the board of trustees.
5. Serving or being hired to serve in a hard to fill instructional position in a career technical education program;
6. Providing mentoring, peer assistance, or professional development pursuant to section 33-512(17), Idaho Code.
7. 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 instructional or pupil service duties.

8. Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics.



**LEGAL REFERENCE:**

Idaho Code Sections

33-512 – Governance of Schools

33-1002 – Educational Support Program

33-1004B – Career Ladder

33-1004F – Obligations to Retirement and Social Security Benefits

33-1004J – Leadership Premiums

**ADOPTED: JANUARY 12, 2017**

**AMENDED:**

*\*Language in text set forth in italics is optional.*