

BLACKFOOT SCHOOL DISTRICT #55 LEADERSHIP PREMIUM AWARD PLAN 2018-19

The passage of Idaho Statute 33-1004J authorized funds to be distributed to school districts at the rate of \$850 per full-time equivalent staff during the 2018-19 school year. These funds are to be used to provide "leadership premiums" to instructional staff. In order to receive a premium award, staff members must provide and/or complete additional leadership responsibilities which have been identified by the district and/or school building as a priority. Premium award amounts must be awarded at a minimum rate of \$900, but must not exceed \$5,838.50 per individual. All leadership premiums must have prior approval by district and/or building leadership before an individual can begin working toward earning the premium. The acceptable leadership priorities outlined by Idaho Code 33-1004J area as follows:

- a. Providing instruction in a subject in which the employee holds a content area master's degree;
- b. Teaching a course in which students earn both high school and college credit;
- c. Teaching a course to middle school students in which the students earn both middle school and high school credit;
- d. Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
- e. Serving in an instructional position designated as hard to fill by the board of trustees;
- f. Providing mentoring, peer assistance, or professional development pursuant to section 33-512(17), Idaho Code;
- g. 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 duties;
- h. Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time as a condition of the receipt of a leadership premium.

The Blackfoot School District projects receiving funding for approximately 207.75 premium awards. The following will be the plan for the award distribution:

1. 17.75 units will be used at the discretion of the district for such purposes as the teacher communication task force and other district assignments.
2. The remaining units will be evenly distributed between secondary and elementary teaching positions, approximately 92 awards for elementary and 98 awards for secondary.

3. With the exception of building level department heads and the district communication task force, all leadership premium awards will be advertised annually to all eligible staff. Department heads and communication task force positions will be opened on a three year basis and will be advertised to all eligible staff when open.
4. From each level, 1 unit per building will be used for the District Communication Task Force. Blackfoot High School will have two positions on the task force.
5. Secondary awards:
 - a. Special Education teaching positions identified as hard-to-fill, 1 unit per position.
 - b. 48 awards will be used for department chair positions at BHS, MVMS, and IHS.
 - c. The remaining awards will be distributed among the secondary schools, based on student population, and recommended distribution of these awards will come from the school leadership PLC.
6. Elementary awards:
 - a. Special Education teaching positions identified as hard-to-fill, 1 unit per position.
 - b. The remaining awards will be distributed among the elementary schools, based on student population, and recommended distribution of these awards will come from the school leadership PLC.

Building level premiums cannot exceed the amount of 2.5 units per award. Recommended uses for building level distribution include, but are not limited to, the following:

- a. Serving as a mentor teacher for a full year.
- b. Serving as a grade level or department chair.
- c. Serving as a content specialist at the school level.
- d. Supervising before and after school programs such as open library, computer lab access, etc. (Must be pre-approved)
- e. Serving as chair/lead building level PLC's, i.e. RTI, WISE, Advanced Ed, School Safety

Each building principal will submit to the district leadership team a plan for outlining the distribution of the leadership awards distributed for use at his/her school. A checklist of expectations and responsibilities will be developed by the district administrative team for each designated award. With the exception of secondary department heads, each premium will be paid at the conclusion of each school year. To receive payment, each payee must submit a signed, both by payee and supervisor, expense voucher and checklist for the award.