

LEADERSHIP PREMIUMS

The Bonneville Joint School District No. 93 Board of Trustees shall distribute leadership premiums to instructional staff employees pursuant to Idaho Code 33-1004J and on condition that the legislature has provided funding for such premiums during the current fiscal year.

Guidelines

Providing Leadership Premiums

1. Leadership premiums shall not be subject to collective bargaining.
2. Premiums are valid only for the fiscal year for which they are made.
3. The Board of Trustees may provide multiple leadership premiums to an individual instructional employee. Such employee:
 - a. Shall not receive cumulative leadership premiums in excess of twenty-five percent (25%) of the base salary amount designated in section 33-1004E Idaho Code.
 - b. Shall not receive less than the state statutory minimum.

Established Reasons for Providing Leadership Premiums

Premiums shall be made for one or more of the following reasons:

1. Providing instruction in a subject that the employee holds a content area master's degree.
2. Teaching a course where students earn both high school and college credit.
3. Teaching a middle school course where students earn both middle school and high school credit.
4. Holding and providing service in multiple non-administrative certificate or subject endorsement areas.
5. Serving in a hard to fill position as designated by the Board of Trustees.
6. Providing mentoring, peer assistance, or professional development pursuant to Idaho Code 33-512(17).

7. Receiving professional development in career and academic counseling and providing such counseling for students in addition to regular classroom duties.
8. Providing other leadership duties exclusive of those related to student activities or athletics and requiring additional work time.

Leadership Premium Committee

1. A Leadership Premium Committee shall be established on an annual basis for the purpose of reviewing job descriptions, premium award amounts, new leadership requests, and making recommendations to the Board of Trustees with regard to the established reasons for leadership premiums.
2. The Leadership Premium Committee shall consist of the following:
 - a. Three (3) Administrators
 - b. One (1) High School Teacher
 - c. One (1) Middle School Teacher
 - d. One (1) Elementary School Teacher
3. The teachers on the committee will be appointed by the Association.
4. A quorum consisting of at least four (4) of the six (6) members must be present in order to conduct business.

Responsibility of the Board of Trustees

1. The Board of Trustees shall have the exclusive right to make decisions with regard to the priority of reasons for distributing leadership premiums.
2. It is the responsibility of the Board of Trustees to make decisions as to whom and how many receive leadership premiums as well as in what amounts.

Adopted 08-13-2014

Reviewed

Revised 10-09-2019

Legal Reference: Idaho Code 33-512(17) Governance of Schools
Idaho Code 33-1004E District's salary-based apportionment
Idaho Code 33-1004J Leadership Premiums