
Appendix A

2019-2020 Leadership Premium Report Supplemental Information

Appendix A-1 Description for use of reason code “(h) Other leadership duties as designated by the board of trustees,”

Appendix A-2 Idaho Code 33-1004J as of July 1, 2020

Appendix A-3 Supplemental notes to report from SDE

Leadership Premium Report 2019-2020 (I.C. 33-1004J)

Appendix A-1

(h) Other leadership duties designated by the board of trustees

District/ Charter Number	District/Charter Name	(h)	Description of (h)
001	Boise Independent	566	Department Chairs, curriculum writers, building curriculum leads, admin designee leads, webmaster management, tech leads, math cohort leads, head teacher stipend, etc. Medicare Advisor, WCA Advisor, PBIS Advisor
002	West Ada Joint	937	Building leadership positions as approved by the board: Assessment leads, Brita leads, Roti leads, Data leads, Digital Integration leads, Technology leads, Department Chairs, Elementary leadership council, PLC lead, Intervention lead, KLT leads, and Curriculum Committees
003	Kuna Joint	64	School Leadership Teams, DCC Committee, MTSS Committee, Team Leads, PBIS Teams, Summer Leadership Work, Mentors
011	Meadows Valley	7	PBIS (Positive Behavior Intervention Support)/Family & Community Involvement
013	Council	1	Having taken classes that directly affect the qualification of a highly qualified professional, having served on a committee designed by the Principal and been held accountable for the success in this area, having worked with students in outside activities which impact the school's learning environment, having been responsible for community outreach.
021	Marsh Valley Joint	36	Public information officer, PTO and PTA coordinator, testing coordinator, safety officer, after hours tutoring in math, writing, art and music, community events coordinator, school culture coordinator, advanced opportunity and IDLA coordinator, building computer specialists, data and test data entry and presentation, science coordinator
025	Pocatello	296	Unit Development, Building Leadership Team, Test Coordinator, Department Chair, Wellness Ambassador
033	Bear Lake County	40	Yearbook advisor, Academic Leaders, Class Leadership, Safety Plan, Senior Project Coord., SBAC Support, Spirit Group Lead, Senior Interviews, Honors Program Coord., PTE Lead, Community Relations, PTO, Technology, Math Lead, Friday Help, ELA Lead, Science Lead, Lead Teacher, Science Kits, Math SOP, Reading Mastery, Dibels Trainer, Leader in Me, Mastery Connect, Hooked on Kindergarten, Safety/Crisis
041	St. Maries Joint	45	Eligible service is for work completed in addition to regular contract time through actively participating on Board approved school improvement committees: School Improvement/Building Leadership Team, Building RTI Coordinator, Professional Development Committee, After School Academy, Data Collection Coordinator, Technology, Standards Based Report Card Committee, Textbook Adoption, Special Education Leadership Committee, Positive Behavior Intervention and Supports, Safety committee.
044	Plummer/Worley Joint	6	Federal Programs Lead Teacher, Special Education Lead Teacher, Building Technology Lead, Post-Secondary Coordinator, Social Media/Facebook District Lead
052	Snake River	28	Premiums paid to PLC, Idaho Coaching Network participants, MTSS team members, STAR data team, curriculum team, technology committee members
055	Blackfoot	115	School leadership teams, RTI teams, Curriculum development teams
058	Aberdeen	8	Staff identified under other leadership duties are doing extra duties after school hours.
059	Firth	28	Building Level (E) RTI Coordinator, 4th Grade PLC Team Leader – Math, Secondary PLC Team Leader - Science, K PLC Team Leader, Secondary PLC Coordinator – Agriculture, Secondary PLC Co-Coordinator - Science, 4th Grade PLC Team Leader – Social Studies, Secondary PLC Co-Leader – Science, 1st Grade Team Leader - Reading, 4th Grade Team Leader - Reading, Districtwide PLC - Special Education, Districtwide PLC - ELC/ Literacy - Co-Chair, PE – Team Leader, Districtwide –Technology Team Leader, 5th Grade PLC – Co-Chair – ELC Literacy, 6th Grade PLC – Chair – Math, Districtwide PLC – Math Team Secretary, Building Level (HS) PLC – ELC / Literacy – Chair, Districtwide Strategic Planning Committee – Co-Chair, 4th Grade PLC Team – ELC /Literacy – Chair, Districtwide PLC Team – English Second language – Cord., Districtwide PLC Team – Family and Cons. Science, Districtwide PLC – 6th Grade Rep. – Math, Building Level (MS) PLC – Math Chair, Districtwide PLC Team – Homeless/Migrant /ESL – Cord. Building Level PLC – 6th Grade Rep. Building Level PLC – Reading / English Coord. Building Level PLC – K Reading Coord., Districtwide PLC Team – ELC / Literacy ,2nd Grade PLC – Chair
060	Shelley Joint	34	Class Advisor, Fund Raising, Committee Member.
061	Blaine County	10	Committee work

District/Charter Number	District/Charter Name	(h)	Description of (h)
071	Garden Valley	12	We have positions on the Leadership Team, Curriculum Adoption and Mapping Committee, Safety and Security Team, and PBIS Leadership Team.
072	Basin	10	Fine Arts Coordinator, technology director, ES Tutoring Coordinator, RTI Coordinator, Dual Credit American Government, Student Voice/Aspirations Coordinator, ES PR Coordinator, MS/HS Event Facilitator, PBIS/Mentor, MS/HS School Tutoring Coordinator, STEM Leadership Coordinator, Google Education Suites Coordinator, Maker Program Developer, STEM Coordinator, Robotics Program Coordinator, Career and Project Coordinator, Advisory Program Developer, and Envirothon Program Developer
073	Horseshoe Bend	5	District Leadership Team, Testing Coordinator, Lead Teacher, Social Media Director, SPED Directorship
083	West Bonner County	45	District Instructional Leadership Team, Building Leadership Teams, District Response to Intervention, Math Instructional Leaders, Math Cadre, Intervention Team Leaders, Building Intervention Teams, District Assessment Coordinator, State Assessment Coordinators, Literacy Cadre, Literacy Leaders and Positive Behavioral Interventions and Support Team.
084	Lake Pend Oreille	84	Writing and Technology Coaches, Extra Days, Curriculum Work, Principal Designees, Department Heads, Program Leadership
091	Idaho Falls	309	Advanced Opportunities, Building Leadership, Building Level Projects, Department Chairs, First Year Teacher Training Stipend, Grade Level Lead, High School Student Scheduling Lead, Gifted/Talented Lead, Medicaid Billing, Middle School Advisory Curriculum, Parent Involvement Lead, PBIS Lead, Student Peer to Peer Tutoring, Rendezvous, Sixth Grade PE Planning Committee, RTI Lead, Senior Project Coordinator, Student Mentoring, Tech Integration Mentor, Tutoring Program, Counselor Leads for 504s, Credit Recovery Program, Curriculum, Organizational Health Inventory, Capturing Kids Hearts, Attribute Development, Advisory Coaching, Enrichment Program Development, Art, SLP Eluma Liaison, Assistive Technology, Advanced Opportunities.
092	Swan Valley Elementary	4	The following roles have been filled by teachers: STEM Coordinator, Parent Communications Coordinator, Testing Coordinator, & Community Involvement Coordinator
093	Bonneville Joint	262	RTI Team, School Leadership Team, Crisis Team, Special Ed Leadership, Testing Coordinator, 504 Coordinator, Senior Project Coordinator
101	Boundary County	39	Other leadership duties that were compensated for are grade level leads, department leads, Roti leads. MTSS leads, station support leads, mentors, and gifted and talented coordinators.
111	Butte County	13	Class Advisors, RTI Specialist, Yearbook Advisor, Head Teachers, Testing Coordinator, Advanced Opportunities/Stem Coordinator, Student Government Advisor, Senior Projects, Enrichment Coordinator, Media/public Relations and Leadership Team.
121	Camas County	5	Members of the Building Leadership team.
131	Nampa	325	RTI Team, Leadership Team, District Psychologist Coordinator, Risk & Threat Team, ISAT Coordinator, District Elementary Counseling Coordinator, PBI Team, PBIS, Department Chair, Data Team Member, Department Head, Lead Teacher, Team Lead, Building Advisory Team Leader, District Elementary PE Coordinator, Senior Project Coordinator, Boost Team, District Nurse Coordinator, District Music Coordinator Secondary, Advanced Pathway, PLT Leader, Mastery Coach, Preschool Integration Lead, Math Content Facilitator, Grade Level Lead, Instructional Coach, IPAD Manager, C & I Leadership, AVID Site Coordinator, GLT Leader, Data Team Member, School Climate Committee Chair, EL Coordinator, HS Content Facilitator, Lead Counselor, Leadership Coordinator, District Social Work Coordinator, Science HS Content Facilitator, District High School Counseling Coordinator, GATE Program Director, High Performance Chair, Website Manager, MGSS Coordinator, Tech Implementation Lead, Web Updater, Community Garden Coordinator, LEP Coordinator, Parent Involvement, Leadership Advisor, District Elementary Music Coordinator, Accelerate Reading Coordinator, Family and Community Communications Lead, District Middle School Counseling Coordinator, District OT Coordinator, Social Media Updater, School Data Marketing, District SLP Coordinator, ELA Middle School Content Facilitator, Science Middle School Content Facilitator, National Honor Society Coordinator, Climate Leader, Math High School Content Facilitator, Parent Communication Coordinator, Advanced Opportunities Coordinator, ELA High School Content Facilitator,

District/Charter Number	District/Charter Name	(h)	Description of (h)
132	Caldwell	131	Assessment/Data Lead/Digital Lead/RTI Lead/ Superintendent Council/Building Lead/ALP Coord/Nurse Coord/Preschool Coord/Stem Coord
133	Wilder*	23	Move from on campus instruction to remote learning due to COVID
134	Middleton	81	Leadership team serves as an advisory committee to the superintendent. Leadership Team members may meet with their principal/superintendent on a regular basis to discuss academic and cultural issues and problem solve in areas that need attention. Such meetings may be held after contract hours. TIAT Team members meet monthly to assess technology integration issues and design and plan professional development opportunities (e.g. back to school days, extended early outs, Teach-tober Fest, etc.) for all staff. They also serve as an advisory team to the Director of Instructional Technology and Director of Curriculum & Assessment. Two teachers from HTS, MCE, PSE, MMS, MHS and one from Middleton Academy will assist in analyzing student performance, offer suggestions for placement and/or intervention. The position exists to provide consistency in both the identification process as well as academic
135	Notus*	17	Elementary Leadership Team; Secondary Leadership Team; STEM Coordinator; Homeless Liaison/Food Bank Coordinator; ELA Curriculum Adoption Team; Data Coach/Technology Support
136	Melba Joint	19	To increase the safety and well-being for students, families & staff; to increase academic success for students through enhanced areas of math, intervention, enrichment, literacy and technology; to minimize the risk to students & staff through discipline and RTI programs
137	Parma*	48	Building/District level team work; serving on district committees; building leadership team; mentoring new teachers; providing professional development at the building or district level; new program implementation; serving on advisory teams; active participation on professional learning committee; working on student mentoring network; providing training to parents.
139	Vallivue	244	Other leadership roles include: Building Leadership, AVID, RTI, Department Chairs, Test Setting Coord, Technology Leads, GT, etc.
148	Grace Joint	2	Elementary Head Teachers: Conduct faculty meetings, hand minor discipline on location at the elementary school. Coordinate parent teacher organization, assemblies, etc.
149	North Gem	0	N/A
150	Soda Springs Joint	27	Lighthouse Committee Leader, Professional Learning Committee Leader, Cross Building Curriculum Committee Leader, Multi-Media Communication Leader, Parent Advisory Committee Leader
151	Cassia County Joint	149	Other leadership stipends paid include: building leadership team, district leadership team, school website coordinators, EL case manager, Title I/parent involvement coordinator, migrant/LEP coordinator, milepost lead, summer library program, grade level lead, data coach, PBIS coach, building tech team, RTI lead, after school program, dual credit coordinator, testing coordinator, after school tutoring, SPED Coordinator, math lab tutoring, after school literacy, curriculum coordinator, and grade level specialist.
161	Clark County Joint	6	Building Leadership teams, Library oversight, reading leadership team members
171	Orofino Joint	11	Accreditation Team, EPIC, Morning School, Sources of Strength, Mentor, Light House Coordinator, Stem Enhancements, Athletic/Gym Coordinator, Library/Sr Projects
181	Challis Joint	12	Working towards masters or PH.D (proff of enrollment and earned credits for 2018-2019 school year); Administrative Ancillary; Professional Development Committee/Teaching Professional Development to staff.
182	Mackay Joint	8	Lead teacher high school-senior advisor, curriculum work, lead teacher elementary, milepost building rep (elem), milepost district coordinator, milepost building rep (hs), senior advisor-curriculum
191	Prairie Elementary	0	N/A
192	Glenns Ferry Joint	12	Leadership Premiums, Curriculum Development, RTI Leader, PD Ladder, Tech implementation leadership, Portfolio Project Leader, Family Night Coordinator, Continuous Improvement/Strategic Planning Leader.
193	Mountain Home	0	N/A
201	Preston Joint	78	Building Leadership Teams, District Technology Leads, Senior Project Committee Leads, District Safety and Emergency Preparedness , District and Building Social Media Managers, Student Assistance Teams, District Professional Development Leads, Title I/ Station Leads, SOS Program Leads, Milepost Building and District Leads

District/Charter Number	District/Charter Name	(h)	Description of (h)
202	West Side Joint	30	Performance of additional duties that require additional time and responsibility as designated by the board.
215	Fremont County Joint	74	Each building has a Leadership Team, Positive Behavior Intervention System Team, and other duties for our STEAM program. We also have Literacy Teams focused on improving literacy K-12.
221	Emmett Independent	40	Providing night school to struggling student; Providing AVID program to secondary students outside of school day; Senior Project Coordinator; School Health Chair; Department Chair: RTI Team Member Met Outside Current Contract Hours
231	Gooding Joint	33	RTI Committee, PBIS Committee, Building Leadership Team, Lunch tutoring, Student Council Leader, GT Supervisor, PBIS, Senior Project Coordinator, Business Mentor, Honor Society, Threat Assessment Team, Ambassadors of kindness
232	Wendell	0	N/A
233	Hagerman Joint	5	IEP meetings and paperwork outside of contract ; Federal Programs director duties; CTE coordinator
234	Bliss Joint	0	N/A
242	Cottonwood Joint	4	Art Project for School gymnasium. PBIS Coordinator. After School Math Tutor. Support for IT after hours
243	Salmon River Joint	5	Jr/Sr High parent involvement coordinator; PBIS Director; RES curriculum director; - Leadership team secretary; RES lead teacher - Leadership Team Chair
244	Mountain View	42	District/Building Leadership Team Facilitator, RTI Coordinator, MTSS member, Sped Software Guru, Facilitator for various grade level collaborations, ASB & Sr Class Project Advisor, PBIS Team, PLC Leader, Sr Class Project Advisor /Student Council Advisor, Parent Teacher Org Liaison, Technology Committee Member, Scoop Manager, Behavioral Specialist,.
251	Jefferson County Joint	102	Serving as a first year teacher new to the field with no prior teaching experience. Filling a school specific building project lead or other leadership positions at the building level. Serving on district level or building level committees. Acting as building level technology trouble shooter. Acting as building level Assessment Coordinators.
252	Ririe Joint	9	After school program & Response to Intervention.
253	West Jefferson	23	To earn a leadership unit of \$900, WJSD certified staff will need to complete 25 hours of leadership work outside of contract time. No work for which someone is receiving a salary, stipend, benefits, or other compensation can be counted towards these hours, unless designated through administrative assignment. The activity, committee, or work that is completed must be part of the list of approved leadership activities developed by the leadership committee (Appendix A). All hours will need to be supported by official meeting notes/minutes or a tangible product and the committee and/or building administration can request this evidence at any time.
261	Jerome Joint	102	ELP Coordinator, Teacher Advisory Council, Behavior Consulting, Building Leadership Team, MTSS/RTI, Leader In Me Coordinator, Roots Team, Technology Lead, 504 Coordinator, Tutoring, EL Task Force, Scheduling, Senior Project Lead, Department Head
262	Valley	21	Student Advisors, Teacher Mentors, Student Council, Summer Dropout Prevention, Summer Library Literacy, Leadership Role in Absence of Administration, Student Tutoring, Additional Curriculum Development
271	Coeur d' Alene	214	Other leadership awards includes: Bldng Leadership meetings like MTSS, Academic Dpt. Head duties, Building Leadership Committee member, Leadership committee for Curriculum/Assessment on a district-wide level, Building Technology Leaders, Serving on an Anti-bullying committee
272	Lakeland	42	MTSS, REMEDIATION, BUILDING FACILITATORS, & PBIS
273	Post Falls	86	Building leadership committee and/or department head;
274	Kootenai Joint	13	Staff served on a district leadership team, safety committee tasked with rewriting our emergency operations plan, and/or the district re-entry team to create our Covid re-entry plan.

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281	Moscow	89	504 Building Coord, Assessment Coord Elementary, Assessment Coord Secondary, Assessment Coord/504 Coord Combined, Secondary Department Chair, Leadership Committee Member: Building/District, Elementary Public Relations & Event/Volunteer Coord, New Teacher Leader Mentor, SAT Instruction, Elementary Transitional Report Card Facilitator, Paraprofessional Training, RTI Coord Elementary, RTI Coord Secondary, Ed Tech/Ed Online Leader, School Leadership Choice, Mastery Learning Communication Team, Admin Designee - Elementary
282	Genesee Joint	21	K-12 Safety/Crisis Coordinator. RTI Committee Leader. Administrative substitute. Afterschool program lead teacher.
283	Kendrick Joint	11	District Leadership Team Leader and Grant Writing; District Leadership Team Secretary; Member of Lighthouse Team and Leader for the Curriculum Action Team. Received funding for the Historical Fiction writing with grades 4-6. Helped to begin a school wide Garden Project to provide students with the opportunity to learn where food comes from. Member of the Leader in Me Lighthouse team. Instructional staff representative on the Kendrick School District Leadership Team; Plan and organize the annual spelling bee, Member of the JES Lighthouse Team; Member of the Lighthouse Team; Provide after school tutoring, Plan and Present Veterans Day+D55 Assembly; District Leadership Team Member; District Leadership Team Member; Grant writing/computer science integration and participant of math lesson study the Idaho Regional Math Coach.
285	Potlatch	22	I.C.U. (Lunch Hour Academic Supports for students), After-School Program Supports and Tutoring, Readers as Leaders team members and student support provider, Gifted and Talented program coordinator, Read Across America coordinator, Potlatch Education Foundation coordinator, Secondary Assistance program instructor, Senior Project coordinators, I-Station program coordinator
287	Troy	15	Membership on either the district or building leadership team; Membership on either a district or building committee; New Teacher Mentor: Implementation and oversight of community service projects that support school and community improvement which requires 20 hours minimum; Teach Dual Credit/Tech Prep; Provide instruction to other teachers (Common Core, Technology, etc; and serve as liaison to the community which includes positive classroom news to the newspaper as approved by the building principal, parent newsletters, etc; Other as approved by Administration such as PBIS, RTI, GT.
288	Whitepine Joint	11	Monitoring student activity during lunch, Dean of Students Designee, Idaho Drug Free Youth adviser, Crisis Team Member, New ELA Curriculum Leader, STAR Assessment/Data Analysis Leader, Student Leadership/Activity Coordinator.
291	Salmon	13	District wide committees, building level teams, professional development
292	South Lemhi	4	Administration in one room school house. Coordinating parent activities. Involvement with Child Find to identify potential Preschool candidates. Volunteer service in multiple areas throughout the year. Website coordinator and scheduling.
302	Nezperce Joint	7	Organization support leader for elementary, organization support leader for secondary, K-6 Technology coach & support, 7-12 technology coach & support, ELA/SS/Humanities curriculum director, STEM curriculum director, IRI/SAT assessment director, Milepost/Teacher vitae intervention & behavior support, discipline consultant/trainer, Career technical education coordinator
304	Kamiah Joint	23	Student academic support / District Leadership
305	Highland Joint	4	Leadership Team
312	Shoshone Joint	18	The district has an optional after school program for elementary and middle school students with a focus on use of data to prepare students for assessment. Participation is optional for teachers and the district supplements the state funding with local option funding to ensure the program is well staffed. Staff is divided into teams. The teams are each in charge of a group of students and meets to use data to set goals, monitor progress and determine lessons.
314	Dietrich	5	Senior Project advisor, At Risk Help, Secondary Team Lead, Elementary Team Lead, Gifted Talented, Elementary Team Lead, Special Education
316	Richfield	2	Leadership: entering and compiling data regarding student testing, working with teachers on said data, constructing a plan of learning for students that need extra help in core subject courses. Attending conferences and classes related to student data and being effective with the data information.
321	Madison	123	Master in Content Area; Grade Level Leader or Department Chair; Special Education; Participant on Select Committees

District/Charter Number	District/Charter Name	(h)	Description of (h)
322	Sugar-Salem Joint	63	Leadership committee, PLC committee, Insurance committee, Digger Team, Literacy Project, STEM night, Curriculum development committee, Technology lead in school, Community outreach programs, Grant writing, Youth programs after school, School Improvement committee, Intramural programs, Safety Committee, Kindergarten screening, RTI committee, School Collaboration committee, Fall Carnival committee. We have teachers serve on various committees that improve community outreach, safety in the school, and various other special projects that they choose to be involved in to help our children and parents be successful.
331	Minidoka County Joint	73	In addition to the above categories, we also provide leadership premiums for after hours work in the areas of technology support; instructional coaching; RTI, ESL, GT, testing coordination, committee/team leadership, after school credit recovery, etc.
340	Lewiston Independent	39	Working extra days beyond contract.
341	Lapwai	17	School leadership teams work an additional 45 hours per year in addition to contracted hours. These leaders also facilitate weekly Professional Learning Communities centered around school improvement goals. Both schools hold Leadership Team Meetings for a minimum of 4 hours per month with support from district administrators, including the superintendent. Weekly Professional Learning Community meetings each Wednesday morning from 7:00 a.m. to 8:00 a.m. to advance SMART goal attainment are board approved and built into the school calendar.
342	Culdesac Joint	0	N/A
351	Oneida County	30	Other includes; Board approved leadership or outside contract responsibilities which have a direct positive impact on student learning experiences. These duties are not related to athletics or activities. These include but are not limited to professional development prepared and given to peers or across district teachers and staff, after school learning opportunities for students and online safety and academic strategy development to meet the unique learning needs of students
363	Marsing Joint*	41	Elementary-Building Leadership Teams, Planning/Attending Student/parent Nighttime, After school tutoring. Middle School - After School/Friday Tutoring. High School - Class Advisory Duties
364	Pleasant Valley Elementary	0	N/A
365	Bruneau-Grand View Joint	4	Communication Coordinator, Assist School Principal regarding goals accountability and school involvement, attend after school meetings, assist principal with PD, assist with scheduling, budget committee, Calendar Committee, Hiring Committee, and or Technology, Curriculum, Policy committee's. Head Teacher and leadership. Hard to fill for Special Ed. ELD Coach
370	Homedale Joint*	37	District, Building, and AVID Leadership teams, building safety teams, AVID building directors, PBIS teams, curriculum development, attend four evening academic events
371	Payette Joint	35	Served on District Data, Technology, and PR Committees; School Volunteer Coordinator, PBIS
372	New Plymouth	19	Duties include Leadership Math and English SBAC Improvement Team, Leadership Safety Team, and Parent Involvement Committee NPHS Duties - Safety, Math ISAT/SAT - English, PBIS, Senior Projects, Mentoring, Information Specialist and Leadership Team. NPES Duties: One teacher per grade level that meets together w/ Admin to address school wide concerns, Safety Committee-Address safety concerns and protocols for the building. Curriculum Committee-Reviews curriculum particularly how it aligns to State Standards and for possible change or adoption, Technology Team-Oversees Implantation and application of various digital subscriptions the school uses, Parent Assist Team-Collaborates with parents regarding community involvement in the school.

District/Charter Number	District/Charter Name	(h)	Description of (h)
373	Fruitland	44	Building PBIS Team;-Building Leadership Team; Weekly assistance to students before and after school; Weekly assistance to students before and after school. Weekly assistance to students before and after school. RTI Team, Building Leadership Team; Leadership Team; Weekly assistance to students before and after school; Literacy Team; Literacy Team, RTI Team; Weekly assistance to students before and after school; Leadership Team;-District Committee; District Committee; RTI Team;-Leadership Team; Literacy Team District Committee;-District Committee; District Committee District Committee; weekly assistance to students before and after school; RTI Team;-District Committee; weekly assistance to students before and after school; District Committee; RTI Team; Leadership Team; RTI Team; Grant Writing District Committee; Leadership Team; Leadership Team; RTI Team; Grant Writing; Grant Writer; Leadership Team; RTI Team;-weekly assistance to students before and after school; District Committee; PBIS Team; District Committee; Literacy Team; Leadership Team; Leadership Team
381	American Falls Joint	50	Testing coordinators, curriculum coordinators, school leadership, building technology coordinators, staff wellness, intervention specialists.
382	Rockland	4	Class advisors- assist with class democracy, student body duties, senior academic trip, fundraising, etc.
383	Arbon Elementary	0	N/A
391	Kellogg Joint	21	H: This leadership responsibility includes RTI team member, Building tech specialist, Building Management team member, and Instructional Coach
392	Mullan	4	Building head teachers, photographer, federal reporting responsibilities
393	Wallace	7	AD stipend, after school study hall, lunch detention
394	Avery	0	N/A
401	Teton County	77	PLC, Leadership Teams, Curriculum Teams, School & District Committees, community engagement
411	Twin Falls	117	Other leadership duties included: various educational and instructional improvement committees, before and after school homework assistance or additional help programs, student after school mentoring, citizenship or life skills groups, assistance in integration of blended learning throughout subjects, organization and facilitation of scholastic competitive opportunities for students and website/media management to increase communication between school, students, parents, and the community.
412	Buhl Joint	39	District, Building, and Grade level leadership teams, PBIS and MTSS leadership teams, Teacher Mentoring, Testing Coordinators.
413	Filer	55	Math Team, Milepost Lead, Common Core Lead, Dept Head, Fuel Up, PBIS, Tutoring, EOC Lead, RTI, STEM Lead
414	Kimberly	0	N/A
415	Hansen	15	Part of CST and PBIS Team, BLT Team, After School Tutoring, Backpack Program Leader, School Pantry Director, Student Council Advisor, Yearbook Advisor, Weightlifting before school program director, Sr Project Advisor, Drama Advisor
416	Three Creek Joint Elementary	0	N/A
417	Castleford Joint	9	Creating student and teacher digital handbooks, creating and updating data posters, advisory committee, grant writing, creating a workshop on interim assessments, senior project coordinator, social media coordinator, CPR instructor for staff, calendar committee
418	Murtaugh Joint	0	N/A
421	McCall-Donnelly Joint	60	Billing for Required Services, Caseload Demand, Department Chair, District Committee (chair or participant), High School Dual Credit, NBCT, Outside collaboration, Outside enrichment, PLC/PST chair, Teaching in Masters, Teaching in 2 or more endorsements, Community Outreach, Current Core Teacher Participants, Team Leader
422	Cascade	6	Teachers who earned a Leadership Premium were members of the school Leadership Team and met twice a month after school with the school Principal.
431	Weiser	53	Serving on a Building Leadership Team, serving on an RTI/PBIS or Autism Support Team, Building Tech Coordinator, Math Team Leader/Coordinator for a grade level, Gifted/Talented Team member, STEM Coordinator, Parent Activities or Enrichment Teacher or Coordinator, Innovative Projects Instructor, Digital Citizenship Coordinator, Building EL Coordinator
432	Cambridge Joint	0	N/A
433	Midvale	1	Additional time and duties served for the Alternative School Program academics, scheduling and admissions.
451	Victory Charter School	5	Training and additional duties related to remote learning.

District/Charter Number	District/Charter Name	(h)	Description of (h)
452	Idaho Virtual Academy	31	(1) Leadership premiums will be given to eight (8) teachers annually. Premiums will be awarded by department. The distribution of the eight (8) premiums will be proportional to the number of teachers in each department. Each department will determine the method of selection and present candidate(s) to the IDVA School Board for approval. (2) 6-12 full load Math and ELA teachers who are remediating non-proficient students through additional teaching time. (3) Providing leadership as Math and English/Language Arts or Special Education department heads. (4) Leading a special school project as designated by IDVA administration.
453	Richard McKenna Charter School	9	Course Development for the Online program Curriculum. Serving on the Online EWS monitoring teach for student Achievement.
454	Rolling Hills Charter School	0	N/A
455	Compass Charter School	24	Other duties as approved by the Compass Board of Directors include work that requires additional hours/time outside of the normal certified contract, serving in other leadership roles, i.e. committees, department and/or grade level chairs.
456	Falcon Ridge Charter School	11	Student Enrichment Support, At Risk Student Support, Testing Coordinator / Data Management
457	Inspire Virtual Charter School	2	INSPIRE employees earn bonuses based on outcomes of the individual employee performance evaluation and annual School Improvement Plan goals. Each goal is directly related to INSPIRE's mission to support student achievement. Staff work through Professional Learning Communities to determine objectives and strategies for specific student achievement targets. Staff members spend additional hours collecting and analyzing data to target areas for improvement
458	Liberty Charter School	0	N/A
460	Academy at the Roosevelt Center	0	N/A
461	Taylor's Crossing Charter School	6	Curriculum Committee, Online Curriculum Coordinator, HS Literacy Coordinator
462	Xavier Charter School	2	1) Mentor & supervise new teachers: develop student management procedures for specific grade levels; work with Head of Schools to implement vision & mission for specific grades. 2) Coordinated registration process, track graduation status, develop master schedule. 3) Hard to Fill Math and Science and Special Ed positions
463	Vision Charter School	0	N/A
464	White Pine Charter School	14	PBIS Committee, RTI Committee, Core Knowledge Coordinators, Enrichment Club Coordinator, IDLA Coordinator
465	North Valley Academy	8	Creating additional curriculum, leading PBIS program, providing extra help for students beyond normal time, leading media and public communication, reviewing curriculum decisions for future, among other duties.
466	iSucceed Virtual Charter School	0	N/A
468	Idaho Science & Technology Charter School	9	a. Curriculum development for new programs offered by the charter school. (i. Maker Space - hands on elementary PBL research), (ii. Project-Based Learning), (iii. Mastery Learning)
469	Kaplan Academy of Idaho	7	Mentor/Peer Assistance duties as approved by the Board of Trustees that extended beyond Section 33-512(17) of the Idaho Code in that these mentoring/peer assistance services were provided to teachers outside of their first two years of experience in the profession, a value deemed inherently necessary in the adaptive virtual school environment in which ICON operates.
470	Kootenai Bridge Academy	0	N/A
472	Palouse Prairie School	2	504 Coordinator; Data and Assessment Coordinator
473	The Village Charter School	6	Team Leads, Choir class, Leader in Me Coordinator
474	Monticello Montessori School	4	Greenhouse Manager; Gifted and Talented After School Pgm Director; Marketing Coordinator; Summer Literacy Teacher
475	Sage International School of Boise	25	IB Coordinator, Student Assessment Coordinator/Team, RTI Coordinator/Team, Covid19 Planning, Title IX Coordinator, Before/After school supervision
476	Another Choice Virtual Charter School	12	The staff person provided services that promoted the quality of our school above and beyond their work hours. This included a variety of leadership activities.
477	Blackfoot Charter Community Learning Center	6	RTI, mentor, grant writing, mentor, FBLA, Online coordinator,

District/C harter Number	District/Charter Name	(h)	Description of (h)
478	Legacy Charter School	3	Training and additional duties related to remote learning due to COVID-19.
479	Heritage Academy	0	N/A
480	North Idaho Stem Charter School	11	Leaders for RTI, Curriculum, writing, projects, etc.
481	Heritage Community Charter	0	N/A
482	American Heritage Charter School	6	Lead Teachers; Mastery Curriculum Lead; American Heritage Curriculum Coordinator; Parent-Faculty Association Liaison; Positive-Behavior Intervention Coordinator; Enrollment Lottery Assistant
483	Chief Tahgee Elementary Academy		Charter did not submit report in time for inclusion
485	Bingham Academy Charter	0	N/A
486	Upper Carmen Charter School	1	Organizing and supervising staff duties, to include staff meetings.
487	Forest M. Bird Charter School	14	These teachers taught extra online classes to meet student needs due to COVID.
488	Syringa Mountain School	0	N/A
489	Idaho College & Career Readiness	1	Work with students in BPA student leadership organization.
491	Coeur d' Alene Charter Academy	8	School Safety leadership, Academic Department Leadership duties
492	ANSER of Idaho	11	Adventure planning, board representative, testing administration, curriculum development and planning
493	North Star Charter School	23	Manage Milepost, mentoring new teachers, Testing coordinator, Grade level or department leads, Safety Team Leads, Strategic Planning Leads, Newsletter Leads, Advisory Leader, Yearbook Coordinator, Honors Band Ensemble Leader, RTI Leaders, Paraprofessional Coordinator
494	Pocatello Community Charter School	3	Teacher Representative on the Governing Board
495	Forrester Academy	0	N/A
496	Gem Prep: Pocatello	3	English language learner coordinator, Administrative Intern/Lead Teacher, Serves as response to intervention "RTI" team leader
497	Pathways in Education - Nampa	0	N/A
498	Gem Prep Meridian	4	English language learner coordinator, Serves as response to intervention "RTI" team leader, Gifted-Talented Coordinator, SEL Coordinator
499	Future Public School	0	N/A
511	Peace Valley Charter	2	Testing coordinator and 504 coordinator
513	Project Impact STEM	6	Based on PiSTEM's policy 5480 Leadership Premiums, Section 7 including Curriculum development; Assessment development; Data analysis; Grant writing; Special program coordinator; Research project; and Teaching professional development course. The following Certified Staff in the (h) column were compensated for the following: JD- Program Coordinator, JF- Grant writing, KH-Grant writing, MR- Grant writing, EV- Program Coordinator and grant writing, LY- Program Coordinator and Grant writing
518	ARTEI	9	1). to attend and participate in Professional Development. The expectation is this training will enhance the teacher's skills in the program they lead for ARTEC RPTCS students. Approval of these events will be made on a case by case basis by the ARTEC building administrator and the ARTEC principal. 2). on Community Outreach activities. The expectation is the teacher will recruit business community members to serve on their Advisory Committee and will actively solicit opportunities for students to serve in a paid or un-paid internship during the school year and the summer. 3). facilitating Student Leadership opportunities. The expectation is the teacher will develop student leaders through a student led organization. 4). facilitating participation in Student Competitions. The expectation is the teacher will assist students in preparation for local, state and national competitions
523	Elevate Academy	11	School Leadership teams, Curriculum Lead, ELL Coordinator, Special Education Coordinator, CTE Lead
528	Forge International	3	IB Coordinator roles (PYP, MYP), Assessment Coordinator, RTI Coordinator
531	Fern-Waters Public Charter School	3	Digital curriculum development

District/Charter Number	District/Charter Name	(h)	Description of (h)
532	Treasure Valley Classical Academy	0	N/A
534	Gem Innovations Schools	3	Serves as response to intervention "RTI" team leader Lead Teacher English language learner coordinator.
559	Thomas Jefferson Charter School	6	Staff came in several days before school began to go over new student credit checks and proper math placement. The goal was to have accurate schedules for each student on the first day of school. Developing and creating additional courses for students. Teaching additional courses with no additional contract pay.
751	SEI Tec	9	Building leadership committee, safety committee, technology committee
768	Meridian Charter High School	5	Classroom Lead on our Citizenship and Professionalism Grade (CPG) program. These are extra duties of communicating and tracking all events and compliance rubrics of each student's monthly participation in Professional Dress Days and our 9 hours of required community service. The time and value that staff brings to our students as leadership mentors and our before and after school study program coordinators. leadership position in category h is for the Classroom Lead on our Citizenship and Professionalism Grade (CPG) program. These are extra duties of communicating and tracking all events and compliance rubrics of each student's monthly participation in Professional Dress Days and our 9 hours of required community service. The other four staff in Category h premiums reflect the time and value that staff brings to our students as leadership mentors and our before and after school study program coordinators.
785	Meridian Medical Arts Charter School	1	School CTE advisory committee chair, meetings during non-contract days/hours, professional development for curriculum alignment to industry standards, organizing and scheduling health care professionals to collaborate with Emergency Medical Tech and Certified Nursing Asst. programs for best practices and student clinical schedules.
790	ARTEC Charter School	10	1). to attend and participate in Professional Development. The expectation is this training will enhance the teacher's skills in the program they lead for ARTEC RPTCS students. Approval of these events will be made on a case by case basis by the ARTEC building administrator and the ARTEC principal. 2). on Community Outreach activities. The expectation is the teacher will recruit business community members to serve on their Advisory Committee and will actively solicit opportunities for students to serve in a paid or un-paid internship during the school year and the summer. 3). facilitating Student Leadership opportunities. The expectation is the teacher will develop student leaders through a student led organization. 4). facilitating participation in Student Competitions. The expectation is the teacher will assist students in preparation for local, state and national competitions.
794	Payette River Technical Academy	3	Social Media Manager; Technical Liaison; AdvancEd Team Lead
795	Idaho Arts Charter School	14	Leadership in an academic subject area as chairperson for the school, grant writing, curriculum writing and school promotion
796	Gem Prep Nampa	4	Special Education College Readiness Coordinator, Serves as response to intervention "RTI" team leader, English language learner coordinator, Gifted-Talented Coordinator
813	Moscow Charter School	9	Qualify for a minimum of 2: Taking non school sponsored college course/credits to continue education, Be a member of the PBIS Leadership Team, Running IDLA courses, Lead 2 or more professional development meetings, Facilitate 2 or more professional speakers to the school to present in your class or for the whole school, peer mentoring.
555	COSSA Academy*	0	N/A

Appendix A-2

TITLE 33
EDUCATION
CHAPTER 10

FOUNDATION PROGRAM -- STATE AID -- APPORTIONMENT

33-1004J. LEADERSHIP PREMIUMS. (1) Of the moneys available to the educational support program, eight hundred fifty dollars (\$850) shall be distributed per full-time equivalent instructional and pupil service staff position employed by each school district. Such moneys shall be paid to instructional and pupil service staff employees for leadership activities as provided in paragraphs (a) through (h) of this subsection. Such premiums shall be valid only for the fiscal year for which the premiums are made and shall be made for one (1) or more of the following reasons identified as leadership priorities by a committee consisting of teachers, administrators and other school district stakeholders and shall be approved by the board of trustees:

- (a) Teaching a course in which students earn both high school and college credit;**
- (b) Teaching a course to middle school students in which the students earn both middle school and high school credit;**
- (c) Holding and providing service in multiple nonadministrative certificate or subject endorsement areas;**
- (d) Serving or being hired to serve in an instructional or pupil service position designated as hard to fill by the board of trustees;**
- (e) Serving or being hired to serve in a hard to fill instructional position in a career technical education program;**
- (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 or pupil service 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.**

(2) Local school district boards of trustees shall provide leadership premiums to instructional or pupil service staff employees consistent with the provisions of this section and may not distribute moneys provided pursuant to this section unless employees meet one (1) of the criteria specified in subsection (1) of this section. The decision as to whom and how many receive leadership premiums, and in what amounts, shall not be subject to collective bargaining, any other provision of law notwithstanding. A board may provide multiple leadership premiums to an instructional or pupil service staff employee. However, no such employee shall 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.

(3) The state department of education may require reports of information as needed to implement the provisions of this section. At a minimum, school districts shall report the information necessary for the department to fulfill the provisions of this section. The department shall report, on or before January 15 each year, to the governor, the senate education committee and the house of representatives education committee relevant information regarding leadership premiums, including the following:

- (a) The number of instructional and pupil service staff employees in the district;
- (b) The number of instructional and pupil service staff employees that received a leadership premium;
- (c) The number of leadership premiums issued, by district;

- (d) The average dollar amount of leadership premiums issued, by district;
 - (e) The highest and lowest leadership premium issued, by district;
 - (f) The percent of instructional and pupil service staff positions receiving leadership premiums and the cumulative amount of such premiums, by district; and
 - (g) The reasons identified as leadership priorities approved by the board of trustees as listed in subsection (1) of this section, including a description of the other leadership duties designated by the board of trustees as provided in subsection (1)(h) of this section and the number of the premiums awarded per leadership activity as identified in subsection (1)(a) through (h) of this section.
- (4) For the purposes of this section, the term "school district" also means "public charter school," and the term "board of trustees" also means "board of directors."
- (5) The state board of education is hereby authorized to promulgate rules to implement the provisions of this section.

History:

[33-1004J, added 2014, ch. 83, sec. 5, p. 232; am. 2015, ch. 229, sec. 11, p. 717; am. 2016, ch. 350, sec. 1, p. 1027.]

Appendix A-3

Note 1: Districts and charters that were out of compliance with Idaho Code 33-1004J were notified by SDE staff regarding areas of non-compliance.

Note 2: The districts that make up the COSSA consortium as well as COSSA itself each paid portions of their shared instructional staff. For those individuals, the total amount received from all COSSA members was used when determining the lowest premium issued per person.