
Appendix A

2020-2021 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, 2021

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	452	Technology Lead, Instructional Leads, Department Chairs, Literacy Coach, Math Coach, Admin Designee, Consulting Teacher prep training
002	Meridian Joint	928	Positions include department chair, digital lead, MTSS lead, leadership team, student council advisor and curriculum writing of priority standards and proficiency scales in a variety of content areas.
003	Kuna Joint	326	School Leadership Teams, DCC Committee, MTSS Committee, Team Leads, PBIS Teams, Summer Leadership Work , Mentors
011	Meadows Valley	0	N/A
013	Council	10	Before and after school tutoring.
021	Marsh Valley Joint	26	PTO coordinator, testing coordinator, safety officer, after hours tutoring in math, community events coordinator, school culture coordinator, advanced opportunities and IDLA coordinator, building computer specialist, data and test data entry and presentation.
025	Pocatello	301	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	65	All teachers in the District were tasked with developing both in-person lessons as well as Distance Learning lessons for students in the event that we have another COVID closure. Additionally, teaching staff were to contact students weekly to check on academic progress as well as social-emotional needs.
044	Plummer/Worley Joint	9	Post-Secondary Coordinator, Federal Programs Lead Teacher, Special Ed Lead Teacher, Development of the Curriculum Alignment Lead, Building Technology Lead, ELA/Math Curricular Deficiencies for Secondary Sped Students Lead, Development of the Curriculum Alignment PD K-6, Social Media/Facebook District Lead, Direct Efforts at Elementary for CHAMPS Implementation & Coaching, Pathways Alignment in Accordance with 4 year student Plans
052	Snake River	43	Serve on PLC, MTSS, STAR data, Curriculum, Technology committees Serve as mentors to less senior staff
055	Blackfoot	236	Fulfilling in-person instruction during COVID-19 pandemic
058	Aberdeen	8	Staff identified under other leadership duties are doing extra duties after school hours.
059	Firth	30	K PLC Team Leader, Secondary PLC Co-Coordinator – Science, 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, Districtwide PLC – Math Team Secretary, Building Level (HS) PLC – ELC / Literacy – Chair, Strategic Planning Committee – Co-Chair, 4th Grade PLC Team – ELC /Literacy – Chair, Districtwide PLC Team – English Second language – Coordinator, PLC Team – Family and Cons. Science, Districtwide PLC – 6th Grade Rep. – Math, Building Level (MS) PLC – Math Chair, Districtwide PLC Team – Homeless/Migrant /ESL – Coordinator, Building Level PLC – 6th Grade Rep., Building Level PLC – Reading / English Coordinator, Building Level PLC – K Reading Coordinator, Districtwide PLC Team – ELC / Literacy, 2nd Grade PLC – Chair, Elementary Community, Athletic Head Coach and Community Director, 5th Grade team leader, community leader
060	Shelley Joint	47	IEP Teacher, Building Leadership, Committee, PBIS, SWIS, Grade Level Leader.
061	Blaine County	7	Building and District Committee Work
071	Garden Valley	9	We have positions on the leadership team, curriculum committee, safety and security team and PBIS Leadership Team.
072	Basin	12	PBIS leadership, curriculum mapping and development, PBL and STEM focus curriculum development, curriculum enrichment, summer school leadership ES and MS/HS, character education development, STEM curriculum enrichment development, and vocational curriculum enrichment development.
073	Horseshoe Bend	6	Leadership Team, Extended Contract, Special Education Directorship, Testing Coordinator, Social Media Director

District/ Charter Number	District/Charter Name	(h)	Description of (h)
083	West Bonner County	39	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	109	Writing and Technology Coaches, Extra Days, Curriculum Work, Principal Designees, Department Heads, Program Leadership
091	Idaho Falls	275	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 Lainson, Assistive Technology.
092	Swan Valley Elementary	4	Stem Coordinator, Communications Coordinator, Community Involvement Coordinator, Reading Specialist
093	Bonneville Joint	265	RTI Team, School Leadership Team, Crisis Team, Special Ed Leadership, Testing Coordinator, 504 Coordinator, Senior Project Coordinator
101	Boundary County	37	Other leadership duties that were compensated for are grade level leads, department leads, RTi leads. MTSS leads, istation support leads, mentors, and gifted and talented coordinators.
111	Butte County	12	After school student advising, after school yearbook student advising, IRI Testing Coordinator, after school Advanced Opportunity advising, after school and lunch hour Student Government, additional after school Senior Project advising, Summer School/After School Coordinator, summer school curriculum preparation, District Leadership Team - planning professional development, Science Curriculum Committee
121	Camas County	3	All stipends paid in this category are for service on the building leadership team.
131	Nampa	370	Leadership Team, School Climate, SEL Facilitator, District Psychologist Coordinator, Risk and Threat Team, RTI Coordinator, Pandemic Mitigation, MTSS, District Elementary Counseling Coordinator, Department Head, Technology Coordinator, PBIS, PBIS Team Lead, Instructional Coach, Lead Teacher, School Webmaster, Building Advisory Team, PBL Professional Development Coordinator, District Elementary PE Coordinator, Data Coordinator, English Language Program Coordinator, District Nurse Coordinator, District Music Coordinator, District PE Coordinator, RTI Team, Leadership Dept Head, School Climate Committee, Advance Opps, Title I Coordinator, Refocus Intervention Specialist, Building Special Ed Coordinator, Gen Ed Expansion Lead, Team Lead, PBI Support, Parent Involvement Lead, IRI Testing Coordinator, Data Manager, Curriculum and Instruction Team, Preschool Integration Lead, Professional Development Coordinator, District High School Counseling Coordinator, AVID Coordinator, ELA Coordinator, Testing Coordinator, AR Coordinator, iPad Manager, District OT Coordinator, LEP Coordinator, Focus School Specialist, Curriculum Alignment Leadership Team
132	Caldwell	125	Assessment/Data Lead/Digital Lead/RTI Lead/Superintendent Council/Building Lead/ALP Coord/Nurse Coord/PresSchool Coord/Stem Coord
133	Wilder	9	Teaching multi-grade level classrooms due to COVID social distancing requirements
134	Middleton	70	K-5 Curriculum Team, 6-12 Curriculum Team, RTI Team Leads, EL Coordinator, Wellness Committee, Homeless Liaison, Graduation Coordinator
135	Notus	4	Mentor to school athletes demanding academic and athletic excellence in their personal development . Graduation Counselor assisting students in graduation preparation and college curriculum and school selection. overall leadership in counseling, education planning, and preparation for post high school education.

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136	Melba Joint	25	To increase the achievement and engagement of every student through continuous improvement of curriculum, instruction, assessment, school culture, to review core curriculum, Tier I, II and III interventions for the core areas, establish a school-wide positive behavior plan, review school-wide data, complete and review the School-wide Title I plan. IEP and other Special Education paperwork. directing Sr. Projects, coordinating presentations, mentoring students through the process, and other aspects of the program. establish school-wild policies and procedures to address COVID-19 pandemic
137	Parma	45	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	247	Response to Intervention team, CARE team, AVID site Team, Leadership Team, Accreditation Team, Department Chair/Team Lead
148	Grace Joint	2	Elementary Head Teachers: Help conduct Faculty meetings, oversee school level professional development, manage minor school level discipline. Curriculum director
149	North Gem	0	N/A
150	Soda Springs Joint	25	Lighthouse Leadership Team, Professional Learning Community (PLC) Leaders, Curriculum Building Leader, Digital Portfolio Leader, SEL Leader, Parent Advisory Leader, STEM Leader, Assessment Leader, NICE Peer Mentoring Leader.
151	Cassia County Joint	153	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, PLC Leader, parent involvement coordinator, gifted & talented, 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, student council, yearbook, and grade level specialist.
161	Clark County Joint	9	Student Learning opportunities organized within the community, PBIS team, RTI Team, Summer School Head Teacher, Academic Club Advisor
171	Orofino Joint	9	EPIC program, BRTI committee, Trained teachers in Right Response, chair book fair twice per year, Health fair committee, math lessons study, PTO organizer, PBIS team, star student awards, kindergarten roundup, Response to Intervention committee, Leadership Team, organize family fun nights and talent show.
181	Challis Joint	17	1. Working towards master or PH. D (proof of enrollment and earned credits for 2020-2021 school year) 2. Administrative Ancillary 3. Professional Development Committee/Teaching Professional Development to staff 4. Attendance Committee 5. PBIS committee (Positive Behavior Interventions and Supports)
182	Mackay Joint	6	DISTRITCT DID NOT RESPOND TO REQUESTS FOR A DESCRIPTION OF THIS CATEGORY
191	Prairie Elementary		School District did not submit report in time for inclusion
192	Glenns Ferry Joint	13	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	70	Premiums were paid for additional duties and time required as outlined by the board in the following areas: building leadership teams, mentoring new faculty members, building technology leaders, building social media managers, district professional development lead, district PBIS committee members, building safety and emergency preparedness leaders, district safety and emergency preparedness leader, building student assistance teams, building 504 managers, testing and data collection leads, faculty activity directors, strategic planning team members, elementary curriculum development, and education foundation representatives.
202	West Side Joint	23	Performance of additional duties that require additional time and responsibility as designated by the board of trustees.

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215	Fremont County Joint	75	Members of Leadership Teams, Grade Level Teams and Chair persons, MTSS Teams, PBIS Team and Hiring Committees, STEAM corrections, High Reliability Schools, accreditation.
221	Emmett Independent	113	Extra duties to transition from Trimester to Semester, Senior Project Leader, Lead Rural School Teacher
231	Gooding Joint	36	Building Leadership teams, RTI Committee, PBIS Pride Committee, MTSS, Threat Assessment Team, Student Council, Honor Society, Website coordinator
232	Wendell	6	Student Council Advisor, Senior Project Advisor, FFA Advisor, Web Page Coordinator
233	Hagerman Joint	1	after-school enrichment
234	Bliss Joint	3	Curriculum Development Coordinator.
242	Cottonwood Joint	1	Support for IT after hours and summer
243	Salmon River Joint	9	Curriculum coordinator at elementary, Leadership Team Member, Lead Teacher, Mastery Team
244	Mountain View	33	MTSS - multi tiered support system; Behavior Specialist; Lead Teacher; Senior project advisor; Building/District Leadership Team; PLC Lead professional learning community; Collaboration Facilitator; Student Government Advisor; PTO Liaison; Child Find Coordinator; Title IX Director; PBIS team
251	Jefferson County Joint	137	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, PBIS, RTI.
252	Ririe Joint	12	RTI Team Leaders - Track student progress, prepare agendas, lead monthly RTI meetings, and train new teachers in the RTI Process Department Heads - Prepare agendas and lead monthly department meetings. Provide meeting notes to the administration and act as the mouthpiece for the department. After School Program Supervisor - Coordinates after school tutoring for students who are struggling. Identify students who need help, contact parents to set up schedules, oversee learning opportunities.
253	West Jefferson	18	The following Board Approved leadership duties include but not limited to: Curriculum Development, Assessment Development, Data Analysis, Grant Writing, Special Program Coordinator, Research Project, Teaching Professional Development Course, School Service Hours, Split-level class, Committee outside of school hours. (Board Policy 5480 - Leadership Premiums)
261	Jerome Joint	16	Public Relations, Family Engagement, Robotics Advisor, Positive Ticket Coordinator, Walking Program Coordinator, Technology, 504 Care Plan Coordinator, Master Schedule Coordinator, After School Tutor, Playworks Coordinator, Translator
262	Valley	22	Student Advisor, 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	203	After school tutoring.
272	Lakeland	41	Advanced Learning, Oversight and Implementation - ELL, Teaching on a Prep. period, Instruction related to Learning Loss - Summer Program, Oversight of Student Led Conferences, Blended Learning, After School Support (Homework), PBIS
273	Post Falls	0	N/A
274	Kootenai Joint	6	Teacher served on either a building or district leadership team that met outside of the regular duty day for staff
281	Moscow	75	Assessment Coord - Elementary, RTI/Assessment Coord Combined, Assessment Coord - Secondary, Assessment Coord/504 Coord Combined, Secondary Department Chairs, Leadership Committee Members: Building/District, RTI Coord - Elementary, RTI Coord - Secondary, Ed Tech/Ed Online Leaders, Elementary Summer Remediation School Program, MMS Summer Remediation Program, CANVAS New Staff Orientation/Resource Elementary & Secondary
282	Genesee Joint	11	K-12 Safety/Crisis Coordinator, MTSS Committee Leader, Technology Lead Teachers, IDLA Elementary Site Coordinator, Administrative Substitute, COVID Committee, Summer School Site Coordinator

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283	Kendrick Joint	14	District Leadership Team Leader and Grant Writing, District Leadership Team Member, Helping/Teaching how to write student's IEP & Eligibility report, Mentoring high school Special Ed Teacher, Member of Lighthouse Team and Family Engagement Team, Plan Veteran's Day activities for the community involving the elementary and high school, Instructional staff representative on the Kendrick School District Leadership Team, Grant writing for 5-6 grade funded by Commission on the Arts, Taught after school study groups for students 7-12 grade for extra support, Crisis Team Member, Member of the Leader In Me Lighthouse Team, Provide after school tutoring, Set up ukuleles and developed curriculum for 3-4 grade students, District Leadership Team Member and serving in a hard to fill instructional mathematics position, District Leadership Team Member, Taught two dual credit classes, mentor an English teacher and served on the District Leadership Team, Serving in a hard to fill instructional position in a Career Technical Education Program, Write & receive grants, Serving in hard to fill Science teacher position, member of Kendrick Education Association where he serves as President and does negotiations, Grant writing, Participant in book study sponsored by the Idaho Core Teachers Network, participated in her own math research & applied for the PAEMST award and became a finalist in the State of Idaho, Covering recesses and school bus duty in the mornings.
285	Potlatch	16	Curriculum Development, District Level Safety/Covid Committee, Grant Writing, After School Learning Loss Support and Tutoring, Senior Project Coordinators, 504 Coordinator, Summer Outdoor learning manager, Curriculum Committee
287	Troy	13	Membership on either the district or building leadership team; Membership on either a district or building committee; Implementation and oversight of community service projects that support school and community improvement which requires 20 hours minimum; Develop and maintain teacher website linked to the Troy School District website; 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.
288	Whitepine Joint	9	data assessments, crisis team, leadership council, el professional development
291	Salmon	21	District wide committees, building leadership teams, other leadership type roles on committees
292	South Lemhi	3	Director of leadership during the day; website coordinator & scheduling. Director of Elementary supplementary reading program. Director of preschool/kinder screenings
302	Nezperce Joint	10	Elementary Organization Support Leader, Secondary Organization Support Leader, K-6 Technology coach/support, 7-12 Technology coach/support, ELA/SS. Humanities curriculum director, IRI/SAT assessment director, Milepost/teacher vitae intervention & behavior support, restorative discipline consultant/trainer, secondary core project implementation, elementary COVID extra duty, COVID planning assistant, CTE coordinator
304	Kamiah Joint	17	Student Academic Support
305	Highland Joint	9	Leadership Team
312	Shoshone Joint	17	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	includes senior project advisor, team lead and half time at-risk help. Team leads. Special education premium. Half time At Risk help and team lead
316	Richfield	7	Leadership Team: Richfield School District developed a leadership team to help develop curriculum, professional development, student crisis protocol, developing student data system reporting, attending additional trainings on student data, curriculum, leadership roles.
321	Madison	133	Content Area Masters Degree, Grade Level Leader, Department Chair, Special Education, Cat Teams and Leadership duties
322	Sugar-Salem Joint	75	OTHER leadership duties are assigned and approved on an individual basis and approved by the Leadership committee and Board. These activities are outside of the regular work day, and include such things are Student Homework Groups, Reading Programs, Peet mentoring with students, Leadership development activities with students, and targeted student interventions

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331	Minidoka County Joint	92	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	21	Working extra days beyond contract.
341	Lapwai	15	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		School District did not submit report in time for inclusion
363	Marsing Joint	39	Elementary - Building Leadership Teams, Planning & Attending student/parent Nighttime events, 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	9	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	63	District Leadership, PBIS Leadership, Four Evening Academic Events, Curriculum Development, Building Discretion, Additional Duties as approved by the Board
371	Payette Joint	6	Served as public relations coordinator for building, PBIS building coach, gradebook coordinator, afterschool homework coordinator
372	New Plymouth	27	Serving on a building leadership team, serving on a parent advisory/collaboration team, serving on school safety team, serving on school improvement teams, coordinating senior project processes,
373	Fruitland	46	Student Assistance before and after school, District Committee; Black-Leadership Committee; RTI Team; Weekly assistance before and after school; District Leadership Committee; Covered Teachers Classes for lack of subs; Building RTI Team; Weekly Assistance to students before and after school; Building Leadership Team; Building Committee; School Leadership Team; District Facilitator in subject area; uncompensated after school Idaho History
381	American Falls Joint	54	Testing coordinators, curriculum coordinators, school leadership, building technology coordinators, staff wellness, intervention specialists.
382	Rockland	6	Class advisors and head teachers
383	Arbon Elementary	0	N/A
391	Kellogg Joint	20	This leadership responsibility includes RTI team member, Building tech specialist, Building Management team member, and Instructional Coach
392	Mullan	7	Head Teacher, Combined Classes, Athletic Lead
393	Wallace	12	AD STIPEND, AFTER SCHOOL STUDY HALL, LUNCH DETENTION & ADDITIONAL TIME WORK RELATED TO STUDENT ACTIVITIES
394	Avery	0	N/A
401	Teton County	86	PLC, Leadership Teams, Curriculum Teams, School & District Committees, community engagement
411	Twin Falls	73	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	41	MTSS, Mentor, Leadership Team, PBIS, Character Ed, Reopen Committee, Instructional Coach, Team Leader, Math Leader, Special Education Team leader, Testing Coordinator, Builders club Leader, Administrative Support, Building Leadership Team, Sr. Project Coordinator, Special Education leadership team, CTE Lead.
413	Filer	52	Math Team, Milepost Lead, Common Core Lead, Dept Head, Fuel Up, PBIS, Tutoring, EOC Lead, RTI, STEM Lead

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414	Kimberly	4	Other Leadership duties including after school enrichment programs designed to develop academic, emotional, and social skills in students to achieve our mission of students becoming life long learners.
415	Hansen	14	Sr. Project, Drama Advisor, Backpack Program Coordinator, School Food Pantry Coordinator, Yearbook Advisor, PBIS team, Teacher Leadership team
416	Three Creek Joint Elementary	0	N/A
417	Castleford Joint	10	Advisory committee, Advanced op and IDLA site coordinator, McKinney Vento Liaison, teacher mentors, safety committee, development of speech/language interventions and reading curriculum coach, Curriculum alignment coach, senior project coordinator, social media webmaster, truancy board (local)
418	Murtaugh Joint	0	N/A
421	McCall-Donnelly Joint	63	Billing for required services; Caseload demand; Community Outreach; District Committee Chair/Participant; National Board Certification; Teaching in Masters; Math Team Intervention; Department Chair; PLC/PST Chair; Attendance Appeals Committee
422	Cascade	9	Instructional Leadership Team members
431	Weiser	45	Duties include active participation on a building leadership team, math coordinator, testing coordinator, active participation on RTI team or Autism Support Team, Building EL Coordinator, Building Technology Coordinator, Online Teacher, STEM Coordinator, active participation on PBIS team, or Innovative Projects coordinator.
432	Cambridge Joint	2	Other leadership duties preschool screening and organization, managing sound systems, props, costumes and organizational duties.
433	Midvale	1	Staff member constructed and managed new materials and curriculum. These hours were in addition to the staff members regular hours
451	Victory Charter School	13	Collaborating and additional duties due to COVID. When students are absent, homework packets/zooming classes and additional cleaning requirements due to COVID. This additional work required additional teacher time during and outside the school day.
452	Idaho Virtual Academy	52	Leadership premiums will be given to a number of teachers annually. Premiums will be awarded by department. The distribution of the 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. Teachers currently formally identified as leaders (Master Teachers, Lead Teachers, and Department Heads) are not eligible. 6-12 full load Math and ELA teachers remediating non-proficient students through additional teaching time. Providing leadership as Math and English/Language Arts or Special Education department head. Providing leadership to the school or a department of the school by participating in a special project and meeting project requirements as designated by school administration.
453	Richard McKenna Charter School	13	Developing courses for the online program, Serving on the EWS (Early Warning System) to identify students that are struggling and need additional help. Serving as Lead Teacher
454	Rolling Hills Charter School	6	Athletic Director, Assessment Coordinator, Afterschool Programs, Yearbook, and Testing Coordinator.
455	Compass Charter School	10	Other duties as approved by the Compass Board of Directors which includes 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, etc.
456	Falcon Ridge Charter School	11	At Risk Student Support, ELL Coordinator / WIDA Liaison, STEM Leadership
457	Inspire Virtual Charter School	10	Staff members spend additional hours collecting and analyzing data to target areas for improvement. In addition, as part of the career ladder stipends the three master teachers, four lead teachers, and coordinator teacher are required to work 10-15 additional hours per week supporting Professional Learning Community collaboration directly aligned to Inspire's Continuous and School Improvement Plans.
458	Liberty Charter School	0	N/A
460	Academy at the Roosevelt Center	0	N/A
461	Taylor's Crossing Charter School	8	Steering Committee, Online Curriculum Coordinator, Book Club Coordinator

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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	13	RTI Committee, PBIS Committee, Social Media Coordinator, GT Coordinator, IDLA Coordinator, Lead Teachers, Principals in Training
465	North Valley Academy	7	Manage American Heritage Curriculum, team members for PBIS and student engagement, tutoring duties, media relations, curriculum development, and team leads
466	iSucceed Virtual Charter School	0	N/A
468	Idaho Science & Technology Charter School	10	Curriculum development for new programs offered by the charter school Lead Action Research Professional Development Team
469	Kaplan Academy of Idaho	8	(i) 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; (ii) Instructional service position deemed by Board of Trustees as necessary, immediate, and hard to fill in response to student population increase related to pandemic (requiring employee to work additional time).
470	Kootenai Bridge Academy	0	N/A
472	Palouse Prairie School	6	504 Coordinator, Data and Assessment Coordinator, Leadership Team
473	The Village Charter School	7	Team leads.
474	Monticello Montessori School	2	Title IX coordinator, summer reading coordinator.
475	Sage International School of Boise	27	Extra Duty before/after school and lunch, IB Coordinators, RTI team & Leads across multiple programs, Title IX Coordinator, Assessment team & Leads across multiple programs, IRI Lead coordinator, Covid safety Team & Lead, SPED/504/ELL team Covid extra duty
476	Another Choice Virtual Charter School	10	Working with students and staff above and beyond their regular duties beyond the typical work day.
477	Blackfoot Charter Community Learning Center	0	N/A
478	Legacy Charter School	11	Collaborating and additional duties due to COVID. When students are absent, homework packets/zooming classes and additional cleaning requirements due to COVID. This additional work required additional teacher time during and outside the school day.
479	Heritage Academy	0	N/A
480	North Idaho Stem Charter School	11	Leadership for RTI, curriculum, writing, projects, etc.
481	Heritage Community Charter	7	RTI: Teachers served on the Response to Intervention (RTI) committee outside of their regular contract hours.
482	American Heritage Charter School	0	N/A
483	Chief Tahgee Elementary Academy	0	N/A
485	Bingham Academy Charter	1	Additional duties organizing and administering after school clubs and activities as approved by the board of trustees
486	Upper Carmen Charter School	0	N/A
487	Forest M. Bird Charter School	2	Department heads, mentoring.
488	Syringa Mountain School	0	N/A
489	Idaho College & Career Readiness	2	Work with BPA student leadership organization, and to provide other student leadership opportunities.
491	Coeur d' Alene Charter Academy	7	School safety leadership, Academic Department leadership
492	ANSER of Idaho	14	Board Representative, education director special projects

District/ Charter Number	District/Charter Name	(h)	Description of (h)
493	North Star Charter School	21	CAS Coordination; Academic Launch Planning; ISAT Lead gr 3-5; MS Grades Academic Team Leads; SPED team lead and Milepost Implementation; Math, Science and Art dept team lead; EE Cord; CARES Act Lead
494	Pocatello Community Charter School	12	Member of the ILT (Instructional Leadership Team), Teacher Representative on the PCCS School Board
495	Forrester Academy	0	N/A
496	Gem Prep: Pocatello	4	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator.
497	Pathways in Education - Nampa	5	Training and new staff support, 1 semester SGI department chair, EL Support and monitoring, Creating new curriculum and adding endorsements, ABCTE mentoring
498	Gem Prep Meridian	4	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator.
499	Future Public Charter	0	N/A
508	HAYDEN CANYON CHARTER SCHOOL, INC.	5	grade band leadership roles
511	Peace Valley Charter	6	504 Coordinator, Testing Coordinator, Leadership Stipend, Curriculum Task Force, Art of Teaching Stipend, Waldorf Teacher Certification
513	Project Impact STEM	7	Based on PiSTEM policy 5480 Leadership Premiums Section 7 including curriculum development; assessment development; data analysis; grant writing; special program coordinator; research projects; and reaching professional development course.
518	ARTEI	N/A	FUNDS RETURNED, NO REPORT
523	Elevate Academy	2	Working additional days and hours for credit recovery.
528	Forge International	10	Extra Duty before/after school and lunch, ISAT team & Leads, Assessment and Curriculum team & Lead, Covid safety Team & Lead, SPED/504/ELL/Counseling team Covid extra duty, Head of School extra duty - Covid
531	Fern-Waters Public Charter School	3	After school tutoring; Progress monitoring; Data analysis
532	Treasure Valley Classical Academy	0	N/A
534	Gem Innovation Schools	5	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator.
540	ISLAND PARK CHARTER SCHOOL, INC.	0	N/A
544	MOSAICS PUBLIC SCHOOL, INC.	0	N/A
550	DORAL ACADEMY OF IDAHO, INC.	0	N/A
553	PINECREST ACADEMY OF IDAHO, INC.	0	N/A
559	Thomas Jefferson Charter School	19	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. Teaching additional courses with no additional contract pay. additional time worked due to COVID.
751	SEI Tec	3	Performance of additional duties that require additional time and responsibility as designated by the board.
768	Meridian Charter High School	7	School wide Citizenship, Professionalism and Leadership Program Coordinators, Student Remediation and Coordination, Virtual Training Assistance
785	Meridian Medical Arts Charter School	0	N/A
790	ARTEC Charter School	N/A	FUNDS RETURNED, NO REPORT

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.