

**STAFF AND PERSONNEL
SERIES 400**

410.2

TITLE: LEADERSHIP PREMIUMS

The Board shall have in place a plan and criteria for providing leadership premium compensation to reward teachers for serving in a leadership capacity in their schools.

The decision as to whom and how many instructional employees receive leadership premiums shall not be subject to collective bargaining and shall not become a part of the negotiated agreement.

Leadership Criteria

The Board may award leadership premiums of a minimum of \$850 to certificated instructional employees in recognition of the additional time they will spend fulfilling one (1) or more of the following leadership roles:

- Providing instruction in a subject in which the employee holds a content area master's degree;
- Teaching a course in which the student earns both high school and college credit;
- Teaching a course to middle school students in which the students earn both middle school and high school credit;
- Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
- Serving in an instructional position designated as hard to fill by the Board;
- Providing mentoring, peer assistance, or professional development to teachers in their first two (2) years in the profession;
- 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 duties; and
- Various other criteria designated by the Board, excluding duties related to student activities or athletics, that require the employee to work additional time such as:
 - Curriculum development;
 - Assessment development;
 - Data analysis;
 - Grant writing;
 - Special program coordinator;
 - Research project;
 - Teaching professional development course;

The Board may grant multiple leadership premiums to those performing multiple duties, but no employee shall receive leadership premiums that exceed twenty-five percent (25%) of the employee's base salary amount.

These premiums shall be valid only for the fiscal year for which the awards are made. Duties related to student activities and athletics shall not be eligible for leadership premiums.

Legal Reference: I.C. § 33-1004F Obligations to Retirement and Social
 Security Benefits
 I.C. § 33-1004J Leadership Premiums

Policy History:

Adopted on: July 14, 2014

Revised on: