

**Leadership Premium Review**

Idaho Code Section 33-1004J calls for the creation of a Leadership Premium Review Committee as outlined in the following excerpts:

Section (1)...”Such [leadership] premiums...shall be made for one (1) or more of the following reasons as 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:

Section (2) “Local school District boards of trustees may provide leadership premiums to instructional or pupil service staff employees consistent with the provisions 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.

**Leadership Premium Committee Purpose**

The Leadership Premium Review Committee shall be to share information between committee members and District administration in establishing the leadership priorities given to the leadership premiums offered in the District. Committee members can make recommendations concerning those premiums and will have the opportunity to review all established leadership stipends, job descriptions, and duties (including newly established or proposed stipends). The committee will review leadership premium data for state reports and prepare a recommendation to the Board of Trustees outlining reasons and priorities for the Board’s approval. The committee will assist in determining what leadership premiums are offered. However, the administration will have the responsibility of assigning leadership premiums.

**Leadership Premium Committee Composition**

The Leadership Premium Review Committee shall consist of one member from each of the following categories to be appointed from along their peers in their assigned building or category:

Superintendent or central office administrators	(1)	
Elementary Principal or Assistant Principal	(1)	
Middle School Principal or Assistant Principal	(1)	
High School Principal or Assistant Principal	(1)	
Teacher from each building*	(9)	
To include at least four (4) MCEA members*		
Classified employees	(1)	
Parent member of the Parent Patron Advisory Team	(1+)	
Board of Trustees	<u>(1)</u>	
	<b>TOTAL</b>	<b>16+</b>

Committee members will serve for two years whenever possible.

\*Each building secretary shall call for nominations or volunteers to serve on the committee. They, along with another classified staff member, will compile the names of the nominees on a ballot so that a secret ballot election can take place. The building administrators are not to take part in the nomination or tallying of the ballots. The results of the election shall be forwarded to the Superintendent and the MCEA co-presidents, who will identify who are MCEA members.

\*\*The committee shall have four (4) MCEA members. If MCEA is not represented by the teachers elected in each building, then MCEA will appoint representatives to fill the four seats.

**Leadership Premium Committee Meeting Schedule**

The committee shall meet twice per year or as needed to review established leadership premiums and the priority of those proposed for the following year, including any newly proposed stipends. This information shall be used by the District in their annual report on Leadership Premiums to the State Department of Education.

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

**ADOPTED:**

**AMENDED/REVISED:**