

LEADERSHIP PREMIUMS

The ISDE will fund Leadership Premium Awards as part of the first steps in creating Tiered Licensure which will replace the current state teaching scale. Tiered Licensure is being created at the state level as recommended by the Governor's Task Force. Idaho Statute 33-1004J established Leadership Premiums as the first part of the Governor's Task Force recommendation to create a Tiered Licensure format for teacher salaries. Leadership Premium Awards are not subject to negotiations.

ESTABLISHING LEADERSHIP NEED

The state outlines acceptable use for the funds. In addition, the board may approve areas of leadership need. The district leadership team, with input from staff, will identify areas of need on an annual basis. Positions must be clearly needed, objectives outlined, and required tasks completed. The plan and the premium distributions will be audited.

AWARD AMOUNTS

These awards will be designated by the district leadership team in amounts from \$850.00 – \$5,838.50. The awards and the amounts will change annually. A Leadership Premium is distributed on an annual basis with no expectation of either continuing each position or the amount funded thereof. Leadership premiums will carry a supplemental contract. For the 2014-15 school year, the district will receive approximately \$40,000. Hire-the-retire may receive leadership incentives at the discretion of the building principal.

AWARD PAYMENT

The award payments will be divided into two equal payments with one payment in November and one in May. The building principal or superintendent must ensure the leadership duties have been performed. Premiums will not be given to staff members who do not complete the assigned duties of each position. Premium funds must be used in the year designated. If no qualified applicants apply or more Leadership Premium money is received than anticipated, any leftover monies will be equally distributed to the existing leadership position holders.