

The Minidoka County Joint School District # 331 Board of Trustees recognizes the importance of having competent and dependable classified employees serving as support personnel within the school system. In appreciation of all the classified personnel, one individual will be selected and honored each year as the “District Classified Employee of the Year.” Each building shall select a “Building Classified Employee of the Year” to be nominated for District Classified Employee of the Year. The district honored individual will be selected from these nominations at the end of the school year.

It is the policy of the District to also recognize the importance of having competent professional teachers. In appreciation of the District’s exceptional and talented teachers, the Board of Trustees shall annually recognize a “District Teacher of the Year”. Each building shall select a “Building Teacher of the Year” to be nominated for the District’s award. The District Teacher of the Year will be selected from the list of employees chosen as Building Teacher of the Year prior to the Employee of the Year Recognition Reception which will be held in April of each year.

A Classified Employee of the Year and Teacher of the Year will be chosen from among the staff working in each building. Each building/department may honor their selected employee of the year nominees as they see fit.

The Board of Trustees also recognizes the significant impact that our administrators and department supervisors have in the education of our children and will acknowledge that impact through an Administrator/Supervisor of the Year Award.

Building/Department Nomination Process and Criteria

To be nominated, the employee must have two years of experience within the district, with at least one year in the building or department from which he/she is nominated and not have been selected for the award in the past five years.

The district nomination process will consist of the following:

1. Names of candidates for Building Classified Employee of the Year and Teacher of the Year will be submitted to the Principal or Supervisor by any staff member from that building or department using the Nomination Forms. The selection criteria shall include, but is not limited to, the following:
 - a. Total years of service with the district
 - b. Attendance records
 - c. The supervisor’s recommendation
 - d. Any other data pertinent to the nomination
2. Employees from Maintenance/Custodial and Food Services who are assigned to buildings are covered under the building nomination.
3. A Teacher of the Year candidate:
 - a. shall exemplify the professional qualities representative of a professional educator,
 - b. at the time of nomination must be a practicing certified employee, and

- c. must have at least three (3) years of teaching experience.
- 4. Each building/department may develop their own procedures to nominate their Employee of the Year candidate(s). However, a building selection committee, consisting of a minimum of three (3) teachers, two (2) classified staff, and the building principal is recommended.
- 5. The name of the building nominees will be submitted to the District Service Center to the Board Clerk no later than January 31.
- 6. The Classified Employee of the Year nomination must be submitted along with a classified nomination form.
- 7. The Teacher of the Year nomination must be submitted with the Teacher of the Year Nomination form.

<u>Site/Department:</u>	<u>Certified Employees:</u>	<u>Classified Employees</u>
Transportation		1
Other Schools & Departments*	1	1
Administrator/Supervisor	1	1
Acequia Elementary	1	1
Heyburn Elementary	1	1
Paul Elementary	1	1
Rupert Elementary	1	1
East Minico Middle School	1	1
West Minico Middle School	1	1
Minico High School	1	1

*Other Schools & Departments include Mt. Harrison Jr./Sr. High School/Juvenile Detention Center (JDC), Total Learning Center, Federal Programs, Special Services, District Service Center, Food Service, Maintenance, Technology and any other department employees not assigned to a school building.

Administrator/Supervisor of the Year Nominations

Any employee in the district may nominate an Administrator or Supervisor for recognition as Administrator/Supervisor of the Year. Those who qualify for these nominations are:

- 1. Full-time principals, full-time vice principals, certified central office program directors
- 2. Transportation, Maintenance, Food Service, Information Technology, and District Office Supervisors

These nominations must be submitted as outlined in step 5 above by January 31 using the Administrator/Supervisor of the Year form.

Selection Process and Recognition

- 1. To be nominated, the employee must also have two years of experience within the district, with at least one year in the building or department from which he/she is nominated.

2. The District Selection Committee for Classified Employee of the Year and Teacher of the Year will consist of the Superintendent or his designee, the Employee of the Year from the prior two years, and one Administrator and one Department Supervisor not nominated for that year. The District Selection Committee must meet in March to make the final selections.
3. Stipends (to be paid only after approval from the School Board of Trustees ; stipends will be paid through the regular payroll process and are subject to payroll taxes) will be awarded to the Building Classified Employees of the Year and District Classified Employee of the Year in the following amounts:
 - a. Department or Building Classified Employee of the Year \$250.00
 - b. Department or Building Teacher of the Year \$250.00
 - c. District Classified Employee of the Year \$750.00
 - d. District Teacher of the Year \$750.00
 - e. Administrator/Supervisor of the Year \$750.00

LEGAL REFERENCE: IRS Code §132

SEE ALSO: 570.00F Employee Recognition Forms; 570.00P Employee Recognition Procedure

ADOPTED: November 17, 2014

AMENDED/REVISED: December 15, 2014, December 12, 2016; June 19, 2017; March 19, 2017; February 11, 2019; April 15, 2019