

PERSONNEL

Garden Valley Leadership Premiums Plan

In spring of 2014, the Idaho Legislature approved HB 504 (33-1004J) which allocated funds to districts to meet the outline of the Governor's Task Force on Education which *"would include additional salary that can be earned for fulfillment of leadership responsibilities. Such moneys shall be paid to instructional and pupil service staff employees for leadership activities. Such premiums shall be valid only for the fiscal year for which the premiums are made for 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."*

To meet that expectation Garden Valley School District will enact a plan for awarding these premiums to teachers as follows below.

All certified staff members are eligible to apply for the award. The application for the award is attached. The leadership team will rank the jobs outlined in the job descriptions according to the priorities and needs of the district. The applications will be prioritized based on the following criteria:

1. Priority of the district
2. Description of project or duties
3. Time Involved
4. Educational impact of proposed actions

Teachers may include multiple project/duty descriptions in the same application so that their leadership contribution can be measured as a whole. The following duties will NOT be considered for the award.

1. Duties for which a teacher is paid already.
2. Duties which are part of a teacher's existing job description.
3. Duties related to student activities or athletics.

After applications are submitted to the principal, they will be rated on the criteria by the principal and superintendent and then presented to the school board in their next regularly scheduled meeting for a final approval.

Premiums will be reflected in the teacher's June paycheck if duties and or projects have been completed as outlined in the original application. This will be evaluated by the building principal and superintendent.

Our leadership premium plan will be reevaluated at the end of each year.

Adopted: 12/11/18
Reviewed: 11/13/18
Revised: _____